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of local governance through
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Calendar of Events

For complete details on events please visit the ILCMA calendar at <http://www.ilcma.org/calendar.aspx>

August 3
Legacy Brown Bag Luncheon
Arlington Heights, IL

September 7
Legacy Brown Bag Luncheon
Woodridge, IL

August 4
SWICMA Meeting
Carlyle, IL

September 22-24
IML Annual Conference
Chicago, IL

August 11-12
Summer Downstate Meeting
Effingham, IL

September 25-28
ICMA Conference
Kansas City, MO

The ILCMA 2015-16 Annual Report
can be found at:

https://www.ilcma.org/wp-content/uploads/2015/06/ILCMA-Annual-Report-15-16_final.pdf

**NOTE: You must be logged into [ilcma.org](http://www.ilcma.org)
to view the annual report.**



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President's Column

by Michael Baker

One of the ILCMA Board responsibilities that I've found most rewarding and memorable involves representing the Association at retirement ceremonies of our members. In the year leading up to my term as President, I had the opportunity to attend three such ceremonies: John Downs of Mokena, Don Rose of Wheaton and Mary McKittrick of Geneva.

All three experiences offered a unique and special glimpse into the remarkable service and contributions of each of those individuals and the teams they managed. I was thrilled to see them all accept awards during the ILCMA-WCMA Summer Conference in June. It's amazing to consider that they have 101 combined years of service to local government!

There is something particularly unique about the Wheaton experience that I can't help but mentioning. I grew up in Wheaton. From the time I was three years old until I left for college, my family called 1634 Briarcliffe Boulevard home. It was a two-story raised-ranch on a corner lot. I have vivid memories of playing with friends throughout the neighborhood, riding my bike to College of DuPage to secretly buy candy from the vending machines and shooting baskets on the driveway for hours on end.

It was home and a nice, safe place to grow up. And I never gave any thought to the form of government or the stable administrative leadership that was ensuring services were provided reliably and consistently. Those aspects of the city's management became much more clear to me as I begin working in this profession, had opportunities to work with Don through the DuPage Mayors and Managers Conference, and ultimately learned about his lengthy tenure and accomplishments leading up to his retirement ceremony.

I share this with the members of ILCMA because it has become so clear to me how our past as a profession has established an incredibly strong foundation for future success. There is no question we are all regularly adapting to changing technologies, changing community expectations and the direction provided by new elected leadership. Thankfully, we have an Association like ILCMA to foster relationships and offer learning experiences that provide useful guidance and support.

I encourage all members to reflect on their past experiences, foster new connections and give thought to future hopes and aspirations. ILCMA and its members are here to provide support and advice when needed and we all benefit from those stories of the past as well as dreams for future success of our careers and our communities.



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Who's Who Directory Update

Jeff Elder, formerly the assistant city manager for Rock Island, will be the new city administrator for the city of East Peoria. He is expected to start on August 8.

Dave Anderson, former ILCMA/ICMA Range Rider (now known as Senior Advisors) has a new email address. It is dave_anderson24@icloud.com.

Dave Cook, IPBC Executive Director, has new contact information:

Dave Cook
 IPBC Executive Director
 1220 Oak Brook Road
 Oak Brook, IL 60523
 office phone: (630) 571-0480 x 232
 cell phone: (630) 878-2019
 email: davec@ipbchealth.org

Cristina White is the new assistant city administrator for the city of Warrenville. She was previously HR Coordinator in the village of Itasca. Her new contact information is:

Cristina White
 Assistant City Administrator
 City of Warrenville
 28W701 Stafford Place
 Warrenville, IL 60555
 Direct: 630-836-3025
 Fax: 630-393-6948
 Email: cwhite@warrenville.il.us

Gary Williams has been appointed as the permanent city manager in Carbondale. He was serving as the interim.

Welcome New Members!

Raquel Becerra, Village Administrator,
 Village of Glendale Heights
 Nellie Beckner, Assistant to the Village Manager,
 Village of Mount Prospect
 Hayley Garard, Assistant to the City Manager,
 City of Highland Park
 Diane Gillian Lantz, Executive Director, IGFOA
 Tyler Grace, Administrative Intern, Village of Oswego
 Erik Hallgren, Financial Services Supervisor,
 City of Naperville
 Nicole Kathman, Administrative Intern,
 United City of Yorkville
 Sean Keane, Administrative Analyst,
 Village of Homer Glen
 Ruth Limpers, Association Manager, IGFOA
 Patricia Mielcarski, Management Analyst,
 Village of Westmont
 Tami Ogden, MPA, CMC, Deputy County
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Summer Conference Success!

Members of both WCMA and ILCMA journeyed to The Abbey in Fontana, Wisconsin for a joint Summer Conference from June 22-24. The conference started with a BBQ, with many attendees wearing jerseys to indicate their allegiance to the Bears or the Packers. Many sponsors from both organizations were generous with both their time and financial resources to ensure that a good time was had by all, and both Bears fans and Packers fans had an opportunity to network, build connections, and share dreams of what the 2016-2017 season will bring for their favorite team.

Vernice "Flygirl" Armour was the featured keynote on Thursday morning, sharing her experiences as the first African-American fighter pilot with a high-energy presentation. With over 500 participants, the conference offered four concurrent sessions at a time on Thursday and Friday, allowing for a variety of sessions applicable for local government professionals at various stages of their career and from communities with differing environments. Breaks were spent in the exhibitor section, where sponsors had an opportunity to visit with attendees from both states. ILCMA and WCMA engaged with followers on Twitter, breaking into this social media format for the first time. Attendees tweeted about the conference using the hashtag #WIILCMA2016, earning the hashtag a "trending" designation from Twitter. Our thanks to all who made both organizations' first foray into Twitter not only successful, but also interesting and fun!

After Thursday sessions, both ILCMA and WCMA honored members who made a significant contribution to their communities and to responsive, ethical, and professional local government. Additionally board and committee members from both organizations were recognized for their efforts on behalf of their respective organizations. After dinner many enjoyed a cruise on Lake Geneva, enjoying the company of colleagues and a chance to wind down from an eventful day.

Friday began with more professional development sessions, and ended with a keynote from Ross Shafer, who both inspired and entertained his audience. Survey results indicate that participants found this conference particularly worthwhile for both networking and professional development. The survey also indicated that members of both organizations would like to investigate the possibility of more joint conferences in the future. So stay tuned!

Special thanks to our Conference Planning Committees for all of their hard work!



Attendees enjoyed breakfast on the patio looking over Lake Geneva



Presenters of the Social Media session, Randy Recklaus, Ben McCreedy, Chad Doran, Kent Wyatt, and Lauren Stott, pose in front of The Abbey



The ILCMA/WCMA Summer Conference started out with four rooms of round table discussions around various topic areas. This allowed IL and WI members to mix, meet, and discuss common issues.

Thanks you Summer Conference Sponsors!

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ILCMA Summer Conference

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Diana Dykstra, Village Administrator, Poplar Grove
Laura Ditanto, Assistant to the Director of Public Works,
Libertyville
Ghida Neukirch, City Manager, Highland Park
David Niemeyer, Village Manager, Tinley Park
Jennifer Barlas, Clark Dietz
Phil Kiraly, Village Manager, Glencoe
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Bill Wagoner, Village Administrator, Arcola
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John Doria, Christopher B. Burke Engineering
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Peter Austin, County Administrator, McHenry County
Ben McCready, Assistant to the City Manager, Normal

WCMA Professional Development & Conference Planning

Jay Shambeau, Chair

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Jessi Balcom, Village Administrator, Village of Slinger
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Steve Volkert, City Administrator, City of Hartford
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Kimberly
Andy Pederson, Village Manager, Village of Bayside
Jennifer Frederick, Village Administrator, Village of
Twin Lakes
Sara Schnoor, Senior Portfolio Advisor, PMA Financial
Network
Carina Walters, City Administrator, City of Burlington
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Becky Werra, Siemens

Dawn S. Peters, Executive Director, ILCMA
Cory Poris Plasch, Executive Director, WCMA

THANK YOU!

Corporate Partner Spotlight

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

Refunding Build America Bonds

By Andrew Kim, Director, Public Finance, PMA Securities, Inc.

Many Build America Bonds ("BABs") were sold in 2009 and 2010 with call dates occurring in the next one to four years, which could provide refunding opportunities for issuers throughout Illinois. While these refunding opportunities may provide economic benefit to issuers from today's historically low interest rates, the issuer would face a major policy obstacle that would reduce the benefit available to issuers.

First, it is necessary to understand the difference between a legal defeasance and an economic defeasance in a refunding. A legal defeasance is when the prior bonds have been refunded such that the obligation to pay debt service on the refunded bonds no longer belongs to the issuer. An economic defeasance in a refunding is when the obligation to pay debt service on the refunded bonds still belongs to the issuer; however, an escrow has been established to provide the funds to do so. In Illinois, only home rule units of government have the authority to execute a legal defeasance of a general obligation bond. Even so, most home rule units of government throughout Illinois typically sell refunding bonds that qualify only for an economic defeasance and not a legal one.

The reason why this difference is important is because the Internal Revenue Service ("IRS") has determined that it will withhold its interest subsidy from the issuer if BABs are defeased. This is the policy obstacle that makes refunding BABs a difficult challenge. While some believe that the IRS withholding should only apply to a legal defeasance and not an economic one, the IRS may be able to apply the withholding to either type of defeasance.

In a current refunding, in which the refunding bonds are sold within 90 days of the call date on the refunded bonds, withholding the BAB subsidy would impact approximately 30-90 days of interest reimbursement (the length of the escrow period). In this case, the financial impact to the issuer is likely immaterial relative to the benefit of the refunding itself. However, in an advance refunding, in which the escrow period is typically much longer, the IRS' subsidy withholding could impact several months of interest reimbursement (or more) and be so prohibitive that the refunding no longer makes economic sense.



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There are two resolutions to this problem. The first resolution is to request clarification from the IRS. A Bond Counsel firm has made the case to the IRS that interest subsidies should only be withheld when there is a legal defeasance. The IRS has agreed with this argument, but, until now, has only done so in regard to current refundings. It has not faced a situation where it could eliminate the subsidy payments in an advance refunding which would have an escrow outstanding for a longer period of time. If the IRS agrees that only a legal defeasance would trigger the withholding of the interest subsidy, whether it applies to a current or advance refunding, issuers would be free to advance refund BAB issues without additional concerns. The IRS' position has not yet been determined.

In the event the IRS is unwilling to pay the subsidy for advance refunded bonds, one available strategy is to sell crossover refunding bonds. These are advance refunding bonds that establish an escrow for the interest due on the refunding bonds, as opposed to the standard approach to refundings in which the escrow pays interest due on the refunded bonds. Per State statute, the length of the crossover period is limited to no more than two years for a non-home rule unit of government. In this case, the refunded bonds are technically not defeased in any sense, so the IRS would still be required to make the interest subsidy payments to the issuer. The crossover refunding provides a creative financing mechanism that allows an issuer to advance refund its outstanding BABs by taking advantage of low interest rates while still receiving the BAB subsidy from the IRS.

Illinois City/County Management Association Presents Annual Awards

At its annual conference held June 22-24, 2016, the Illinois City/County Management Association (ILCMA) honored John Downs and Mary McKittrick with the Robert B. Morris Lifetime Achievement Award and presented Don Rose, David Nord, Mark Rooney, Anne Marrin, Roger Barrowman, and Matt Fritz with Special Service Awards.

The Robert B. Morris Lifetime Achievement Award is presented to a retired individual who has served no less than 20 years in local government, at least eight of those in Illinois. ILCMA looks for candidates who have made significant contributions beyond their own communities, including service to the association and the profession.

John Downs, one of the recipients of this year's award, retired in the fall of 2015 after serving for over thirty-five years in the local government management profession. He started his career in 1981 as the Director of Parks and Recreation in Jerseyville, IL. He received his Master of Public Administrator degree from Southern Illinois University in 1988. From there he became the Village Administrator for the village of Mokena and served in that position until he retired last fall. During his tenure as village administrator, he advanced many programs and initiatives in the village that improved service levels and the quality of life for village residents. In addition to his work with the village, John contributed countless hours assisting the city management profession and the advancement of local government in Illinois. He served on the Illinois Municipal League Managers Committee for 10 years providing guidance and leadership on numerous initiatives for the betterment of local government in Illinois. Those who nominated John said that "throughout his career, Mr. Downs has consistently demonstrated the professionalism and ethics representative of the City Management profession."

Mary McKittrick, the other recipient of the Robert B. Morris Lifetime Achievement Award, retired on May 31 from the position of City Administrator for the city of Geneva. Mary has given more than 30 years of dedicated service to the profession. She began her local government career by serving as an elected official. From there she realized that the true service was not in being an elected official but rather serving from the inside out. She went back to school, completed her degree, and continued on to receive her Master's Degree in Public Administration from Northern Illinois University. She served as the Village



Over 300 people attended the ILCMA/WCMA Awards Dinner at the summer conference.



John Downs received the Robert B. Morris Lifetime Achievement Award. Pictured are (L to R) Scott Niehaus, John Downs, Patricia Downs, Russ Loebe, and Kirk Zoellner



Mary McKittrick received the Robert B. Morris Lifetime Achievement Award. Pictured are (L to R) Stephanie Dawkins, Mary McKittrick, and Bob Palmer.

continued on next page

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Administrator in Oswego from 1990-1995. She then took the position of Assistant City Administrator in the city of Geneva and in 2008 became the City Administrator of Geneva. Those who nominated Mary note that “Mary is known for saying ‘It’s not a job, it’s a lifestyle.’ And it’s a lifestyle that she has led ethically and professionally. She has often been called upon to impart her knowledge, experience, and wisdom with others. She has provided insight to newly elected officials through classes at Waubensee Community College and seminars through Metro West Council of Governments. Other communities often called upon Mary to impart some of her knowledge and experience. Mary was also supportive of developing the future of professional public administrators by providing administrative internship experience to students in the NIU MPA program. She has been able to mentor a number of students who have continued to grow in the profession.

John and Mary both proved through their service to professional local government management coupled with their volunteer work with numerous community organizations. They earned the highest honor as a retired ILCMA member. They are both esteemed leaders and served with moral integrity throughout their careers.

In addition to the Robert B. Morris Lifetime Achievement Award, five individuals received recognition for special service. The first Special Service Award for Special Service to the Profession was given to **Don Rose**, City Manager, city of Wheaton. Don retired in April 2016 after serving the city of Wheaton for 42 years, 35 ½ of those as city manager. Don served under numerous mayors and council members and always provided steady leadership, sound planning, and fiscal management while guiding Wheaton to be one of the premier communities in Illinois. He also mentored a number of young professionals who have continued onto successful careers in professional local government management. Kevin Bowens, the person who nominated Don, notes that “Don provided outstanding leadership to a model council-manager form of government and successfully managed a community with a population growth of approximately 60% during his tenure.”

David Nord also received a Special Service Award for Special Service to the Profession. Dave served as the first professional local government administrator for the city of Dixon when it was still under the Commission form of government. He then served as Interim City Manager for the newly elected city council after the change in the form to council-manager. Tim Ridder, his nominator notes, “He made efforts to educate the mayor and council and the community regarding the important and different role for



Don Rose (center) is pictured with Kevin Bowens and Mike Earl



Dave Nord is presented with the ILCMA Service to the Profession award by John Phillips



Mark Rooney is presented the ILCMA Service to the Profession Award. He is pictured with Greg Bielawski.

the manager and elected officials under this new form of government chosen by the citizens. He always performed his duties with the best interests of the citizens in mind during this period when he was a candidate for the position of City Manager and for a period after it was known that he would not be selected.” Dave Nord played a critical and positive role in helping this community transition from a form of government that allowed the most serious case of municipal embezzlement of any city in the country to take place to the Council-Manager form of government. Although Dave was not selected as City Manager by the newly elected mayor and council, he consistently acted ethically, with class, and with the interests of the citizens of Dixon in mind.

The third recipient of the Special Service Award is **Mark Rooney**. Mark Rooney is the Village Manager for the village of Carpentersville. Mark received the Special Service Award for Service to the Profession. Mark has provided

continued on next page

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true leadership to the ILCMA Member in Transition (MIT) community. He has utilized the services of MITs as routine within the village of Carpentersville. According to those who nominated him, "He has exemplified a Manager's promotion of the creation of supportive opportunities for MITs.... Mark's philosophy has been to bring in MITs, and other professionals, to fill positions and manage special projects due to their level of experience and Carpentersville's immediate return on investment." While the use of MITs benefits the organization, it is also beneficial to the actual member as they are able to be productive and professionally active as they pursue their next professional position.

Anne Marrin received a Special Service Award for Service to the Community. Anne is the Village Administrator for Fox Lake. Anne is the first professional administrator for the village, a position she has held for approximately one year. During her first year she was responsible for maintaining a high level of integrity and ethical standards as she rooted out corruption in the Fox Lake Police Department. According to one of her nominators, "She represented the community and her profession in the face of adversity and while appearing on local and national television. This corruption had preceded her position and it was the result of Ms. Marrin's due diligence and resilience that caused an investigation that drew national media attention. Ms. Marrin continues to strive for professionalism at the village of Fox Lake as she has done in other communities in which she has worked and has received accolades for her efforts in her community by the local press, unions, and community leaders."

The last two recipients of the Special Service Award for Service to the Community are **Matt Fritz** and **Roger Barrowman**. Both are honored for the support and outstanding leadership as a result of the F-3 tornado that devastated Coal City in June of 2015. Matt Fritz, Village Administrator for Coal City, provided extraordinary leadership and service to the people of Coal City and Grundy County in spite of the fact that his own home was also damaged. He provided valuable crisis management and leadership during this time. According to Doug Pryor who nominated Matt, "The tenacity, skill, and dedication that Matt Fritz demonstrated during a time of crisis were essential to helping the village of Coal City and Grundy County begin to recover. He is a credit to his community and to the profession."



Anne Marrin is pictured with Tara Semenchuk. Anne received the ILCMA Service to the Community Award.



Matt Fritz received the ILCMA Service to the Community Award and is pictured with Douglas Pryor

Ironically, Matt nominated Roger Barrowman for a Special Service Award for Service to the Community as well. Mr. Barrowman serves as the Village Administrator in Shorewood. Roger led the effort to clean up the Village parkways of debris and clear streets so people could gain access to their homes. He was named the "Debris Collection Coordinator" and became an essential member of the Command Team. According to Matt, "Mr. Barrowman's input assisted in saving Coal City residents nearly \$0.5 million. His input was a key portion of the guidance provided residents, which assured debris was properly sorted and collection was made in the most efficient manner. His professionalism allowed him to recognize a need to act and his dedication to City/County Management brought an experience and set of traits that proved timely and effective."



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IML Managers Monthly Column

The Fallacy of A Property Tax Freeze

By Bob Barber, Member, IML Managers Committee, Village Administrator, Beecher

Lately we have heard quite a bit about property tax freeze legislation. It is even possible that by the time you read this the Illinois General Assembly may have passed something they will call a Afreeze.@ Unfortunately, our taxpayers will be misled to believe that a Afreeze@ is going to stabilize his or her property tax bill.

There are so many factors that affect the amount an individual homeowner pays, and the lack of understanding expressed by our constituency and even many state legislators leads to many misconceptions. Put simply, a property tax freeze upon local government levies will not necessarily freeze homeowner tax bills.

The primary structure of the property tax system in Illinois is regressive. To reduce this regressiveness, special laws were adopted to compensate for age, homesteads, income, and other classifications. Assessments of property are also handled in many different ways across townships and counties. Then there is the multiplier. As the geography narrows to specific locations there are a wide range of taxing bodies and special districts including tax increment financing, special service areas and special assessments. Then there are the bonded debt levies which are set for many years to come and fluctuate from year to year. Some of these bond levies are end loaded since governing boards of the past hoped for rising assessed values to capture the rising cost of debt. When property values remain stable or decline these bond levies will result in higher taxes. Decisions that were made ten to fifteen years ago cannot be reversed.



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The amount you pay in property tax is based on the assessed value of your specific property and the tax rate applied to that property. Even if the taxes levied are frozen across the board but assessed values go down, the end result is still going to be a higher tax rate. If your assessment stays the same relative to the declining aggregate assessed value of your Township or County, your tax bill will increase. If the number of exemptions go up in your community but yours remain the same you will pay more in taxes. There are so many moving pieces to the property tax bill calculation that freezing tax levies will lead to false assumptions that property taxes will freeze. The property tax system will not be structurally frozen. Illinois local governments will again be viewed as the Atax and spend@ enemy when the tax levy freeze legislation does not work.

If the real issue is high property taxes, and Illinois has among the highest in the nation, is to reform education funding and its reliance on property taxes which are a majority of the tax bill in most communities. This will require another source of revenue to offset the loss, and with the State in its current fiscal crisis this does not appear likely for some time.



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Illinois Association of Municipal Management Assistants 2016-17 Board

President: Christina Burns, Assistant Village Administrator, Oswego

President-Elect: Doug Petroschius, Assistant Village Manager, Lincolnwood

Past President: Jack Knight, Assistant to the Village Administrator, Woodridge

Director at Large: Andrew Lichterman, Assistant Village Manager, Deerfield

Director at Large: Kimberly Richardson, Assistant to the City Manager, Evanston

Director at Large: Ashley Monroe, Assistant to the Village Manager, Hoffman Estates

Director at Large: Hadley Skeffington-Vos, Assistant Village Manager, Niles

Metropolitan Management Association 2016-17 Board

President: Mike Cassady, Village Manager, Mt. Prospect

First Vice-President: Jim Grabowski, City Manager, Elmhurst

Second Vice-President: Kevin Barr, Village Manager, Clarendon Hills

Secretary/Treasurer: Brad Burke, Village Manager, Lincolnshire

Past-President: Maria Lasday, Village Manager, Bannockburn

Board Member: Tom Mick, Village Manager, Park Forest

Board Member: Juliana Maller, Village Manager, Hanover Park

Board Member: Stacy Sigman, Village Manager, Northfield

Board Member: Julia Cedillo, Village Manager, LaGrange Park

Board Member: Mark Rooney, Village Manager, Carpentersville

Board Member: Kurt Carroll, Village Administrator, New Lenox

Board Member: Scott Niehaus, Village Manager, Lombard

Downstate City/County Management Association 2016-17 Board

President: Bill Wagoner, City Administrator, Arcola

Vice President: Lowell Crow, City Administrator, Monmouth

Secretary/Treasurer: Justyn Miller, Assistant to the County Administrator, Boone County



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CLA 2016-17 Preview

We will be kicking off the CLA 2016-17 year with the following workshops:

September 12, 2016 – NIU-Naperville

Local Law Enforcement Civil Rights Liability in Today's Environment

September 14, 2016 – Giving DuPage/DuPage County Family Center

Know Your Nonprofit Numbers - Part 1: Purpose - Values, Vision, and Mission

September 21, 2016 – Giving DuPage/DuPage County Family Center

Know Your Nonprofit Numbers - Part 2: People - Boards, Staff, and Volunteers

September 28, 2016 – Giving DuPage/DuPage County Family Center

Know Your Nonprofit Numbers - Part 3: Performance - Financial Efficiency

September 28, 2016 – Giving DuPage/DuPage County Family Center

Know Your Nonprofit Numbers - Part 3: Performance - Financial Efficiency

October 6, 2016 – NIU-Hoffman Estates

Government Communications 101: From Traditional Communications Tools to Popular Social Media Tools

October 18, 2016 – NIU-Naperville

Strategic Planning: The Basics

Registration information will be available soon and posted on our website.

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ILCMA Announces 2016-2017 Board

At the Illinois City/County Management Association (ILCMA) Annual Meeting on June 23, 2016 held in conjunction with the ILCMA's Summer Conference the election results for new officers and directors were announced. Serving the association during 2016-2017 will be:

President

Mike Baker, Deputy Village Manager
Downers Grove

President-Elect

Barry Burton, County Administrator
Lake County

Vice-President

Mike Cassidy, Village Manager
Mt. Prospect

Secretary-Treasurer

Ray Rummel, Village Manager
Elk Grove Village

Immediate Past-President

Kelly Amidei, Assistant Village Administrator
Libertyville

Board Members

Nancy Hill, Community Development Director
Itasca

Bill Wagoner, City Administrator
Arcola

Jim Grabowski, Village Manager
Elmhurst

Christina Burns, Assistant Village Administrator
Oswego

Randy Bukas, City Administrator
Flora

Douglas Brimm, City Administrator
Trenton

Drew Irvin
Village Manager, Lake Bluff

Ken Terrinoni, County Administrator
Boone County

Dorothy David, City Manager
Champaign



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Southwest Illinois City Management Association 2016-18 Board

President: Douglas Brimm, City Administrator, Trenton
Vice-President: Cody Hawkins, City Manager, Mascoutah
Secretary/Treasurer: Grant Litteken, Assistant to the
City Administrator, O'Fallon

Legacy Project 2016-17 Board

President: Jennifer McMahon, Human Resources
Director, St. Charles
President-Elect: Robin Ellis, Assistant Village
Administrator/Community Development Director,
New Lenox
Secretary: Stephanie Dawkins, City Administrator,
Geneva
Treasurer: Kimberly Richardson, Assistant to the City
Manager, Evanston
Past President: Nancy Hill, Community Development
Director, Itasca
Board Member: Denise Burchard, Assistant to the Chair,
Department of Public Administration, NIU
Board Member, Paula Schumacher, Assistant Village
Administrator, Bartlett
Board Member: Jessica Spencer, Management
Assistant, Westchester
Board Member: Robin Weaver, Senior Advisor, ILCMA/
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ICMA Board Update to the Membership Fostering the Next Generation June 2016

The ICMA Executive Board places a high value on fostering a new generation of innovative, positive, and principled leaders in local government management. This future is one that will require greater local action and a diverse and an inclusive membership that reflects the make-up of our communities. The Executive Board, with its partners IHN, NFBPA, and ICMA-RC have taken significant steps to meet that goal and there are a number of positive signs that bode well for the profession as we make our way into the third decade of the 21st century. However, the Board acknowledges that more can be done and is committed to providing the leadership necessary to see this task through.

Over the years, the Board has worked arduously to implement policies and guidelines that would attract strong, principled individuals to the profession. In the past year alone, the Board has successfully brought on ICMA-RC as a partner to underwrite the membership dues of ICMA collegiate student chapters around the country. The results are already tangible with a 21% increase in chapters in the span of only a few months. The Board expects this number to rise significantly over the next several years. The Board signed new partnership agreements with IHN and NFBPA that include membership advantages such as a joint dues structure and co-sponsorship of conference educational sessions. The Board also instituted a new flat fee dues structure for department directors. Since implementing the new rate in July 2015, we have increased membership in this category by 55%.

The Board continues to support the ICMA Local Government Management Fellow program and encourages local governments to fund and hire fellows to provide an in-road for students seeking access into a public management career. To date, 30 local governments host 46 fellowships. Similarly, ICMA's student scholarship program for ICMA conference attendance offers yet another opportunity for a young person to make the necessary connections that could prove to be the difference in effectively building one's career. Additionally, the Board entered into an agreement to offer the CAL-ICMA Coaching program nationwide to provide professional development and career coaching at no cost to participants.

continued on page 17

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In 2015, the Board adopted many of the recommendations from the Task Force on Women and the Task Force on Inclusiveness. Work continues to further implement those recommendations in FY 2017.

Although much has been accomplished thanks to the support of the ICMA membership, there is still more that can be done. The Board is only as effective as its individual members. To that end, the Board encourages the association's members to seriously consider being candidates for the Executive Board.

The Board is comprised of 18 members from the United States and 3 International members. Membership on the Board is determined by a nominating process that is meant to provide the states and international members with the greatest voice in the selection of who represents the membership on the Board in any given year. This is critically important since the Board deals with those issues and needs that are the core values of the local management profession. These may be practiced differently across this country and abroad. The Executive Board does not unilaterally choose ICMA Executive Board members. Rather, this selection is done in the ICMA regions by representatives of the various State Associations, NACA, IHN, NFBPA, and the Board President. However, the Board does provide guidance and encouragement to the regions on the selection process and the importance of selecting nominees who fully represent all of our organization's members. ICMA's affiliate organizations, IHN, NFBPA and NACA, are also encouraged to recruit and encourage potential candidates to submit their application for consideration.

The most inclusive Board membership would include males and females, young professionals, seasoned professionals, people of color and varied ethnic backgrounds, Caucasians and managers/assistants representing communities of small and large populations and everything in-between. Though laudable in its intent, it is not necessarily possible to address each of these priorities each year when only 6 new Board members are selected for each three year term. In addition to providing a diverse pool of Board members each year, there is also a need to provide for a selection process that includes opportunities for every state and every international member nation to participate fully in selecting an individual they believe will best represent their regional issues and needs. Furthermore, there is a rotational process that by its very nature may not provide annually a very diverse candidate pool if the states whose turn it is, do not have a large pool of diverse candidates serving in manager or assistant roles. The decision is made at the

time to nominate the best candidates from each region and sometimes the region itself is not very diverse.

Serving on the Board is also a very personal choice for managers and assistants. Not only are there the overarching considerations that the states and the Board have each year for promoting diversity, but every potential nominee has to make the decision to become a candidate based on very personal circumstances. Depending on the geographic rotational process in place in any particular region, a given year may generate a demographically different set of candidates. Perhaps the best view of the Board's diversity is a long-term view. When viewed over the last ten years—for example—the Board's make-up has been significantly diverse. However, more can and should be done to foster a new wave of candidates to lead us into the future. The ICMA Executive Board is committed to that goal.

To that end, the Board will host a "What it Takes to Be an ICMA Executive Board Member" session at the 2016 annual conference. It is hoped that this session will help raise awareness of the process and elicit interest from those that may not have previously considered Board work. At the grassroots level, the Board encourages all ICMA members to promote the career of local government management to young professionals and support and encourage M.P.A. student programs to the greatest extent possible and to encourage engaged professionals to participate on ICMA committees, task forces, and to attend the annual conference and regional summits. Anyone considering Board service should feel free to contact any past or present ICMA Vice President for input and advice. In addition, the Board will include a discussion on Board diversity on agendas at least twice per year. The Board will also discuss the possibility of requiring potential candidate names one month prior to the actual deadline for submission of nominees in order to insure that the candidate meets all of the rotational requirements that relate to the qualification of potential candidates to serve.

It is expected that the cumulative impact of these actions will provide for the greatest opportunity to reach the goal of Board diversity to the fullest extent possible and that a long-term view of these efforts will be the best measure of "success."



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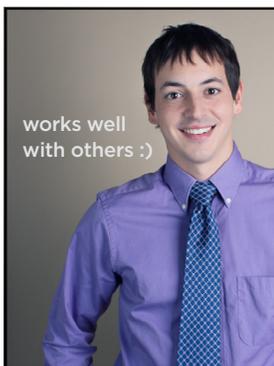
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ILCMA Reception at the ICMA Annual Conference in Kansas City

Once again, ICMA is setting aside an evening at the annual conference for affiliate receptions and alumni dinners. The ILCMA reception will take place after the NIU MPA Alumni Dinner. ILCMA is planning an after dinner cocktail reception at **Cleaver and Cork**, which is just blocks from the convention center.

Location: Cleaver and Cork
1333 Walnut Street
Kansas City, MO

Date: Monday, September 26, 2016

Time: 8:00 p.m. – 10:30 p.m.

Please join ILCMA for an evening of networking and fun!

We hope to see you at the ICMA 102nd Annual Conference in Kansas City, MO in September!

ILCMA Membership Responsibilities For Members In Transition

ILCMA members are encouraged to contact fellow members that are in transition. ILCMA members can help members in transition in the following ways:

- Hire members in transition for interim work and special projects.
- Provide office space and equipment for members in transition.
- When going to ICMA or ILCMA conferences, invite a member in transition to share your room at no cost.
- Invite them to an ILCMA, Downstate, Metro, IACA, SWICMA, Legacy Project, or IAMMA meeting as your guest.
- Monitor the environment. As one hears about a member that may be in trouble, members are encouraged to contact either the ILCMA Executive Director or one of the Senior Advisors.

ILCMA members are asked to help identify ILCMA members as soon as it appears that they are leaving a management position and do not have a new position identified. In addition to monitoring local papers, members should also frequently advise their regional counterparts to notify them of members who may be in transition. Once a member in transition (MIT) is identified, the member should advise the ILCMA Secretariat so that ILCMA support can be offered. ILCMA members are encouraged to personally contact the MIT to provide support. A Board liaison will be assigned to maintain regular (weekly or hi-weekly) contact with the MIT, encourage others to contact the MIT, and will keep the ILCMA Secretariat aware of the MIT's status. The Board liaison will coordinate closely with the Senior Advisors and between the two entities should provide the MIT with the support services available through the ILCMA and the ICMA.

Members in Transition Who Agreed to Publicize their Information: (Visit the Members Only section of the ILCMA website to view resumes of those who have submitted them.)

John Kolata	jdkolata@hotmail.com	309-525-2359
George Gray	write463@gmail.com	219-765-7014
David Nord	dave3441@yahoo.com	815-520-9757
Tim Ridder	timothyridder@hotmail.com	309-236-0929

Do you have Special Projects for which you need Additional Help? 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:

Member in Transition Program (MIT) – ILCMA keeps a list of Illinois managers and assistants in transition. These members are willing and able to fill positions, do special projects, and provide expert service to you and your community (list of MIT's below).

Professional Resource Program (PRS) – The PRS program consists of retired, semi-retired, and MIT's 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 <https://www.ilcma.org/programs-and-services/ilcma-professional-resource-service/>

The ILCMA Senior Advisors have the most current list of Members in Transition and Professional Resource Program participants. Please do not hesitate to contact either Dawn Peters at ILCMA or one of the Senior Advisors.

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.



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- **THRIVING AS A HIGH-PERFORMANCE ORGANIZATION**
Thursday, March 10, 1:00 – 2:30 p.m. PT
- **BUILDING CIVIC LEADERSHIP AND COMMUNITY**
Wednesday, April 13, 10:00 – 11:30 a.m. PT
- **ETHICS IN ACTION**
Thursday, May 19, 1:00 – 2:30 p.m. PT
- **SUCCESSFUL SUPERVISION AND LEADERSHIP**
Thursday, September 8
10:00 – 11:30 a.m. PT
- **SURVIVAL SKILLS FOR MANAGERS**
Thursday, October 20
11:30 a.m. – 1:00 p.m. PT
- **SUCCESSFUL PLANNING AND KNOWLEDGE TRANSFER**
Thursday, November 17,
1:00 – 2:30 p.m. PT

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For more information visit icma.org/coaching or contact Rob Carty | rcarty@icma.org, or Don Maruska, MBA, JD, ICMA Coaching Program | ICMACoaching@donmaruska.com



**DOWNSTATE CITY/COUNTY
MANAGEMENT ASSOCIATION ~ SUMMER MEETING**
Effingham, IL
August 11th and 12th, 2016

Thursday, August 11

- 1 p.m. **Golf at Effingham Country Club (Please pay at the course)**
2400 West Country Club Road
Effingham, IL 62401 www.effinghamcc.com
- 6:00 p.m. **Social Hour Firefly Grill - Sponsored by Bernardi Securities**
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- 7:00 p.m. **Dinner Firefly Grill - Co-Sponsored by Farnsworth Group and Arthur J. Gallagher**

Friday, August 12 - Effingham Public Library (200 N. 3rd Street, Effingham, IL 62401)

- 8:00 a.m. **Breakfast & Welcome by Mayor Jeff T. Bloemker**
- 8:30 - 9:15 a.m. **Personal Financial Wellness**
To be present at work, you need to be able to focus on City issues otherwise known as unplanned fires free from distraction and concern. What is one primary reason for personal distress? What is a major cause for divorce in our society? The management or mismanagement of personal finances. On any given day we primarily focus time on the City's budget, investments, and debt ratios, but not today! It is time to focus on you and your financial wellness. David Park has agreed to lead us in a 45-minute session focused on personal financial health. This session will be thought provoking and may even cause you to wiggle in your chairs a little, as you contemplate your personal financial health. When you get your personal financial health in balance, you will be able to approach your challenging job with one less distraction.
- 9:15 - 9:30 a.m. **BREAK - Coffee Time**
- 9:30 - 10:15 a.m. **Personal Mental Wellness**
Now that we have our financial house in order, now it is time to consider our own mental health. As a local government leader, we deal with stress as routinely as others drink a cup of coffee every morning. Jody Janosik a Licensed Clinical Social Worker from Heartland Human Services will guide us through the benefits of relaxation and mediation, educate us on how to practice mindfulness, and teach us how to incorporate simple exercises into our daily lives. When you head back to the office, you will be better prepared to handle the stress of our chosen profession. Heck, maybe we can even sleep at night...that would be nice!
- 10:15- 10:30 **BREAK - More Coffee, yes please**
- 10:30 - 11:15 **Personal Physical Wellness**
Financial wellness (check), mental wellness (check), now it is time to focus on our own physical wellness. This last session may get your heart beating, so make sure you wear some loose fitting clothing because a representative from the Workman Sports Complex will be on hand to share with us the value of exercise for our body, soul, and spirit. Tips and techniques will be shared and you can bet you will hear some great information about proper nutrition. Let's face it, you cannot do a great job at City Hall, if you are too sick to report to work. We all know that healthy employees are happy employees. Let's get healthy. Who knows, we may even have a little fun with this one!
- 11:15 - Noon **Business meeting, legislative update and lunch**
(Lunch is included in the registration fee)

Registration Form for Summer Meeting
Downstate City/County Management Association
August 11th - 12th, 2016
Effingham, IL

Name: _____ Title: _____

Jurisdiction: _____

Address: _____

Phone: _____ Email: _____

Registration Fee: \$45 - Includes breakfast and lunch on Friday. Please have your registration in by *Friday, August 5, 2016*.

Dinner Reservations: Please indicate if you are planning to arrive in time for dinner at Firefly Grill (you will be sorry if you miss it). Dinner is co-sponsored by Farnsworth Group and Arthur J. Gallagher.

Golf Reservations: Please indicate if you would like to sign up for the golf outing. The Greens Fee w/ Cart are \$45 and **must be paid at the course**.

___ Yes, I will attend the Summer Meeting in Effingham on Friday, August 12th.

___ Yes, I will attend the social hour and dinner on Thursday, August 11th.

___ Yes, my spouse will attend social hour and dinner.

___ Yes, I will participate in the golf outing on Thursday, August 11th at a cost of \$45.
(includes cart; fees are to be paid at the golf course).

Registration Deadline: *Friday, August 5th, 2016*

Make check payable to: Downstate City/County Management Association
Center for Governmental Studies
N.I.U.
DeKalb, IL 60115

Fax : 815-753-7278

Questions: 815-753-5424

Cancellations: To receive a full refund, cancellations must be received by Friday, August 5, 2016. Registrants who do not attend the meeting but have not cancelled, are responsible for the entire fee. Registrants who have not paid will be billed.

Downstate City/County Management Association

Summer Meeting
August 11 - 12, 2016
Effingham, IL

Please mark you calendars and plan to attend this summer meeting in Effingham Illinois located at the intersection of I-57 and I-70. The food will be great at our award winning local restaurant, the weather will be nice (for late summer in Illinois), and you will be surrounded by good friends from across the State! The ICMA stresses the importance of work life balance. This meeting is intentionally designed to regenerate you as a leader of your community. Come tired and stressed and leave with a plan of action to be a better you!

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Accommodations: Please call the Effingham Hampton Inn and Suites, 1305 N. Keller Drive, Effingham, IL 62401 at 217-540-5050 to reserve your room. The block has been reserved under ILCMA Downstate Conference. The room block will be released on July 29th, 2016. Room Rates are \$84/night plus tax. You can also book this on line. Place "IDC" in the code section in order to secure the special rate.



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<http://www.ilcma.org/index.aspx?NID=298>

City of Naperville, Budget Analyst

The City of Naperville is looking for a Budget Analyst to provide high-level data analysis and reporting, and provide departmental and citywide project support. Some of the responsibilities for this financial professional will include:

- Collaborate with departments to develop and analyze the organization's annual operating budget and Capital Improvement Program (CIP) and prepare budget documents and supporting data for the submittal of the annual operating budget and the CIP
- Analyze historical spending trends and future program requirements. Determine methodology to show total cost of City services; make recommendation on service delivery based upon the city-wide strategic plan
- Develop recommendations for funding requests to others in the organization, City Council, and the public
- Monitor, track, and report organizational spending to ensure that it is within budget
- Analyze financial and other data, including revenue, expenditure, and employment reports. Estimate future financial needs
- Perform research and data analysis and prepares summary reports in support of department programs, projects and initiatives
- Assist in developing and implementing new and revised policies and procedures, to improve administrative and budgetary operations
- Analyze proposed programs and processes to determine feasibility, develop solutions, and create alternatives

Qualified candidates will have a Bachelor's degree in Public Administration, Business Administration, Economics, Accounting, Political Science, Finance or a related field required with a master's degree preferred. One to two years of experience in a related field required. The starting range for this position is \$45,573 to \$58,765, commensurate with relevant experience.

The City of Naperville, Illinois is a dynamic community of 146,000 residents, conveniently located 28 miles west of Chicago. Various publications have named Naperville as one of the best cities in the United States in which to live. The City has gained national recognition for our family-friendly environment, excellent schools and library system, low crime rate, and vibrant downtown area. It's also a great place to work! Our municipal government employs over 900 dedicated individuals in a wide range of job categories. In return for your "great service all the time," we'll provide you with a dynamic & collaborative working environment, a forward-looking leadership team, and a competitive benefits package.

To Apply:
<http://www.naperville.il.us/careers/>

EOE. The City of Naperville complies with the Americans with Disabilities Act (ADA). Individuals needing accommodations in the recruitment process should notify Human Resources in advance at (630) 305-7066.

Village of Gurnee, Associate Planner

The Village of Gurnee seeks candidates for the position of Associate Planner within the Community Development Department. This is a professional position covered under a collective bargaining agreement. Starting annual base salary as of May 1, 2016 is \$61,955.

This position is responsible for professional planning work related to land use and municipal development. Performs a variety of routine and complex assignments pertaining to the implementation of current and long range planning programs.

Under supervision, coordinates and implements the subdivision, planned unit development, and related current and long-range zoning processes, working closely with and advising the applicant, relevant Village staff, outside agencies, Planning and Zoning Board, and other relevant parties of the code requirements and procedures. Conducts research for zoning, text amendments, and comprehensive land use plan updates; assists in the administration and enforcement of zoning ordinances and land use requirements.

Assists with coordinating the development review and approval process, including attending pre-application meetings with interested parties related to subdivisions, annexations, impact fees, map and text amendments, and other significant development proposals and compiling comprehensive review comments.



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Reviews development and redevelopment proposals including subdivision, site plan, variance requests, plat, and other development documents; applies knowledge of site design, landscaping, transportation, lighting and other fields to the review process; conducts plan reviews and prepares detailed comments/reports; performs field inspections at development sites as necessary.

Acts as staff liaison to Planning and Zoning Board; assists with preparing agenda packets for meetings, conducts research, and maintains compliance with posting notices. Maintains records and databases of demographic, land use, and related information for planning purposes.

This position will also work with consultants on special projects. Upcoming projects include update of the Village's Comprehensive Land Use Plan; ongoing updates to the Zoning Ordinance; and review and updates of the Subdivision Ordinance and Pedestrian Plan.

General Minimum Requirements

Valid driver's license.

Completion of a Bachelor's degree in Urban Planning / related field from an accredited college or university.

At least 2 years comparable municipal planning experience. Other qualifications include knowledge of planning principles, zoning laws and ordinances; ability to read and understand plats and plan reviews; knowledge and experience in working with the municipal annexation process; experience using ArcGIS applications including relational databases; effective organizational, writing, speaking, and presentation skills.

Other combinations of education and experience, which could provide the necessary knowledge, skills, and abilities to perform this job, may be considered.

Must be able to attend meetings after normal business hours as requested or required.

Any offer of employment is contingent on passing a post-offer background and drug screen. Application deadline: 3:00 p.m. Tuesday August 9, 2016. Employment Application available at www.gurnee.il.us. Return Application with Resume to: Village of Gurnee, 325 N. O'Plaine Road, Gurnee, IL 60031 or email to hr@village.gurnee.il.us. EOE

City of DeKalb, Management Analyst

The City of DeKalb, Illinois (population of 44,030), a progressive community located approximately 60 miles west of Chicago and proud home to Northern Illinois University, seeks a Management Analyst to join our team. The Management Analyst performs a variety of professional, technical, and analytical project-based support to the Assistant City Manager in collaboration with other members of the City's leadership team. This position assists with department and City process improvements as well as handling of confidential information, analysis of data, generation and presentation of reports, budget, policy research and development and maintaining professional public relations with the community and outside agencies. This position requires a high level of discretion, managing multiple deadlines in a fast-paced environment and the ability to work under minimal supervision.

The position of Management Analyst is assigned to the City Manager's Office and is a key member of the Executive Team. The Management Analyst is a full-time exempt position under the direct supervision of the Assistant City Manager. The position is required to work a minimum of forty hours per week and handles highly sensitive and/or confidential information. The Management Analyst position supervises a full-time Administrative Assistant performing the City's legal functions.

The starting salary for the position is \$61,567 commensurate with knowledge, skills and experience. The City of DeKalb provides a comprehensive benefits package that includes medical, dental, vision and prescription benefits, life insurance coverage, HSA & flexible spending accounts, deferred compensation and participation in the Illinois Municipal Retirement Fund (IMRF).

Please visit our website to view the full job description and application instructions at:

<http://www.cityofdekalb.com/Jobs.aspx?JobID=667&CommunityJobs=False&Uniquelid=103>

Interested individuals should submit a cover letter, resume, and application by 5:00 pm on Friday, August 12, 2016 via e-mail to:

Michelle Brening

HR Generalist

michelle.brening@cityofdekalb.com

Job Mart

<http://www.ilcma.org/index.aspx?NID=298>

Village of Northbrook, Capital Projects Manager

The Village of Northbrook seeks a qualified, dedicated, team-oriented professional engineer for the position of Capital Projects Manager. Under direction of the Village Engineer, the Capital Projects Manager supervises, directs, and manages the capital projects of the Public Works Department and is a member of the Public Works management team. The ideal candidate is one who can establish a positive working relationship and clearly communicate with residents, businesses, elected officials, regulating agencies, and other staff members of the organization.

The Capital Projects Manager should be forward thinking and be able to develop long term plans as the position assists in the development of the Village's annual Capital Improvement Plan. The successful candidate will be knowledgeable of policy development and administration of municipal civil engineering projects and public works capital maintenance programs; federal, state, local laws and other regulations that govern Public Works activities.

The Capital Projects Manager is responsible for the design, procurement, and construction of Village infrastructure projects that include sanitary sewer, storm water, and water distribution system improvements, asphalt and concrete roadway rehabilitation, and other public improvements by in-house engineering staff and contractual assistance. The Capital Projects Manager will assign projects to members of the Engineering Division, perform quality control and quality assurance of the design and construction oversight of those projects, as well as design and oversee the construction of projects as needed.

Qualified candidates must have a Bachelor's degree in civil engineering and a minimum of five to seven years of progressively responsible civil engineering experience. A State of Illinois Professional Engineer license is required. Candidates for this position should be an advanced AutoCad user. The salary for this exempt position is anticipated to be \$95,000 to \$105,000. Interested Candidates should return a completed Employment Application, cover letter, and resume by August 5, 2016 to: Village of Northbrook, Human Resources Manager, 1225 Cedar Lane, Northbrook, IL 60062 or email at hr@northbrook.il.us with Capital Projects Manager in the subject field. The employment application can be found at www.northbrook.il.us.

City of DeKalb, Information Technology Director

The City of DeKalb, Illinois (population of 44,030), a progressive community located approximately 60 miles west of Chicago and proud home to Northern Illinois University, seeks an Information Technology Director to join our team. The Information Technology Director provides strategic and tactical direction for the City's information technology operations including configuration and optimization of all technology related systems and equipment, coordination of all technology related initiatives, recommendations and implementation of systems, hardware and software acquisitions. The Information Technology Director will collaborate with departments to incorporate business process engineering strategies in the implementation of initiatives that integrate and align the City's strategic objectives to enhance the quality and cost-efficiency of City services.

The position of Information Technology Director is a department head level position and key member of the Executive Team, who reports to the Assistant City Manager. The position is a full time exempt position requiring attendance at meetings outside of regular business hours including weekends. The Information Technology Director works in an office environment and is frequently away from the department attending meetings and responding to customer service requests. This position has access to highly sensitive and/or confidential information. This position will also experience constant contact with management, staff and outside vendors. The Information Technology Director will lead and supervise a team.

A Master's degree or ability to complete a Master's Degree in in agreed upon timeframe in Computer Science, Information Technology, Network Administration or related field required. Certifications through Microsoft MCSE,



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Cisco CCNA, and Certified HIPPA Security Professional preferred. Minimum of six years of progressive experience in the information technology field with a minimum of two years in a municipal setting required. Specific experience is necessary in several of the following: local and wide area network administration, advanced knowledge in routing and switching protocols, virtualization, clustering and systems integration. Minimum of three years of supervisory experience is also required.

The starting salary for the position is \$120,000 +/- commensurate with knowledge, skills and experience. The City of DeKalb provides a comprehensive benefits package that includes medical, dental, vision and prescription benefits, life insurance coverage, HSA & flexible spending accounts, deferred compensation and participation in the Illinois Municipal Retirement Fund (IMRF).

Please visit our website to view the full recruitment brochure and application instructions at:

<http://www.cityofdekalb.com/Jobs.aspx?UniqueId=106&From=All&CommunityJobs=False&JobID=Information-Technology-Director-666>

Interested individuals should submit a cover letter, resume, salary history and five professional references by 5:00 pm on Friday, August 19, 2016 via e-mail to:

Michelle Brening
HR Generalist
michelle.brening@cityofdekalb.com

City of Rockford, 911 Division Administrator

The City of Rockford, IL, located in far northern Illinois near the Illinois-Wisconsin border, seeks a highly qualified and motivated individual to fill the position of 911 Division Administrator. The position reports directly to the Chief of the Rockford Fire Department, and works closely and collaboratively with the Rockford Fire Department Division Chiefs. The Rockford 911 Center is the Public Safety Answering Point (PSAP) which provides call receiving and dispatching services for Police, Fire and EMS services within the city and for five (5) neighboring fire departments. The population served is approximately 180,000.

The Winnebago County Communications System currently operates independently from City services; however, a consolidation program is underway. When complete, the program will unify PSAP and emergency communication responsibilities into a single entity, serving the City of

Rockford, Winnebago County Sheriff, and neighboring jurisdictions. The new entity will continue under command of the Rockford Fire Department and will provide services to an estimated population of almost 300,000.

Successful candidates must have excellent leadership, management and interpersonal skills, including the demonstrated ability to interact positively with a wide variety of officials and staff during emergency service situations. Knowledge of police and fire operations and experience with quality management techniques are essential qualities. The ideal candidate will be capable of facilitating all aspects of the consolidation program. A Bachelor's degree and certification as a public safety communications professional are desired.

Successful candidates must have a minimum of seven (7) years closely related experience, with at least five (5) in a public safety communications management capacity. Successful candidates must have demonstrated abilities for effectively managing situations involving staffing, scheduling, the Fair Labor Standards Act (FLSA), Family Medical Leave Act (FMLA) events, administration of labor agreements, attrition and succession. The ideal candidate will be capable of providing leadership, managerial and technical assistance to the consolidation program. Additional desirable qualities include active participation in the Association of Public Safety Communications Officials (APCO), and National Emergency Number Association (NENA).

The annual salary range for this position is \$91,000 +/- DOQ and experience. Establishment of residency within Winnebago County, or within fifteen (15) miles of the PSAP facility is expected within six (6) months of hiring. Please submit resume, cover letter and five professional references to our on-line application system by August 08, 2016 to Vice Presidents: Lee McCann, Joseph De Lopez and Patrick Carey, GovHR USA (847) 380-3240 at www.govhrusa.com/current-positions/recruitment. Electronic submissions are required. The City of Rockford is an Equal Opportunity Employer.

City of Indianola, IA, Assistant to the City Manager/Human Resources

Here is an exciting opportunity for local government and human resources executives to serve in a growing community located only minutes away from Des Moines, Iowa. The City of Indianola (pop. ~15,000) is currently seeking an Assistant to the City Manager/Human Resources. This position's primary responsibilities will include providing human resources to a combined staff of 93. This position is responsible for completing special projects, managing contracts, policy development, recruitment, benefits administration, compensation and

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labor relations. The position requires a Bachelor's degree in Public Administration, Human Resources or related field and a minimum of 3-5 years related experience. A Master's degree and municipal government experience are preferred. A combination of education and extensive human resource experience will be considered. Exceptional interpersonal skills, labor relations, strong organizational leadership, independent judgment, budget and motivational skills are essential. The starting salary is \$63,000 +/- depending on qualifications with excellent benefits. Employment is contingent upon successful completion of a post-offer screening and physical. Candidates should submit: cover letter, resume, salary history, five professional references and completed City application. The position is open until filled. Application materials may be submitted to: Assistant to the City Manager/HR recruitment, 110 N. First Street, Indianola, Iowa 50125 or emailed to rhunderdosse@cityofindianola.com. The application form and a complete job description may be found at www.indianolaiowa.gov under the "How Do I" tab. The City of Indianola is an Equal Opportunity Employer.

City of Rock Island, Budget and Grants Manager

The City of Rock Island is recruiting for Budget and Grants Manager for the Community and Economic Development Department. The City of Rock Island has a population of 39,684 residents and is located in western Illinois along the Mississippi River. Rock Island, Moline, and East Moline in Illinois and Davenport and Bettendorf, Iowa make up the metro area called the "Quad Cities" with a population of 436,672. This is highly responsible professional, technical and administrative work in researching, developing and monitoring grants. The employee develops a schedule of programs, projects and activities to obtain grant funding; prepares grant applications and coordinates a wide variety of grants. The incumbent prepares the department's annual budget including budgetary monitoring and control. Work also includes the research, analysis and coordination of a variety of special projects from inception through completion. Work is performed under the direction of the Community and Economic Development Director and is reviewed through conferences and reports. The salary range is \$46,391 - \$71,967. Graduation from an accredited four year college or university with major course work in economic development, planning, accounting, finance, economics, political science, business or public administration or a related field; some accounting experience is required; or any equivalent combination of training and experience. Possession of valid Class D Illinois vehicle operator's license or an equivalent license



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issued by the employee's state of residence. Selected candidates must meet a residency requirement, which includes a 10 mile radius on the Illinois side of the Quad Cities, within one year of hire date. Must pass a physical, background check and substance screening. Applications (including resumes and cover letters) will be accepted only through the on-line application process until filled at the city's website - www.rigov.org. Emailed, mailed or hand delivered resumes or applications will not be accepted. An on-line application must be completed to be considered for the position. EOE

Village of Forsyth, Community and Economic Development Coordinator

The Village of Forsyth (3,490) is seeking qualified applicants for the position of Community and Economic Development Coordinator.

Located in the Decatur metropolitan area just off I-72, Forsyth is home to the area's regional shopping mall and additional retail, restaurant, and hotel development. Residents enjoy a high quality of life, with access to quality schools, park facilities, and library.

Job duties include, but are not limited to, serving as Zoning Official and Plat Officer for the Village, providing staff support to the Planning and Zoning Commission, and performing economic development duties, including business attraction, expansion, and retention activities.

The successful candidate will have a Bachelor's degree from an accredited college or university with major course work in planning, public or business administration, political science, or a related field; three (3) years experience in community development, economic development, and/or planning; or, any equivalent combination of education, training, and experience.

Economic development experience is highly desired. Starting salary is \$50,000-\$55,000, DOQ, plus benefits. Please submit cover letter and résumé immediately to David Strohl, Village Administrator, at dstrohl@forsythvillage.us. Position open until filled.



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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:

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- 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 emailed question

To join please go to www.netqa.org/ILGNET/_cs/GNSplash.aspx or www.ilcma.org. and follow the instructions.