

City/County Management IN ILLINOIS

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Strengthening the quality
of local governance through
professional management

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In this issue

ILCMA Annual Report	2
Who's Who Directory	3
MIT Lifesaver Award	3
Corporate Partner Spotlights	4
Board of Directors Updates	9
IML Managers Monthly Column	13
ILCMA Annual Awards	14
ICMA Coaching Program	16
<i>Policy Profiles</i> Preview	21
Legacy Project	22
Managers in Transition	23
ICMA Coaching Program	26
ILCMA Reception San Antonio	30
Midwest Leadership Inst.	31
Save Date Brownfield Workshop	32
Job Mart	33

Calendar of Events

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

August 2

Legacy Project Luncheon

Elk Grove Village, IL

August 3

SWICMA Luncheon

Columbia, IL

August 3 – 4

Downstate Summer Meeting

Effingham, IL

September 6

Legacy Project Luncheon

Naperville, IL

September 7

SWICMA Luncheon

O'Fallon, IL

September 20

IAMMA Luncheon

Location TBA

September 21 – 24

IML Conference

Chicago, IL

October 5

SWICMA Luncheon

Edwardsville, IL

October 12

Metro Manager Luncheon

Lombard, IL

October 12

ILCMA Professional Development

Lombard, IL

October 21 – 25

ICMA Conference

San Antonio, TX

Membership dues notices will be arriving in your mailboxes in the near future. The Secretariat's office hopes to have new directories out to members by mid-September. Your timely response in returning your dues is much appreciated and will facilitate us meeting this goal.



Thank you for your support and the opportunity to serve you!



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ILCMA Annual Report July 1, 2017

Strengthening the Quality of Local Governance through Professional Management

The following represent notable accomplishments from June 2016 to June 2017:

- Achieved a **total membership** of 797 as of April 20, 2017, up 4% from 2016. Corporate membership of 454 dropped slightly from its peak of 457 in 2015.
- Received contributions of \$154,500 from 61 **corporate partners**, up 4% from 2015-16
- Adopted a **5-year Financial Plan** to ensure financial sustainability of the organization into the future
- Maintained **fund balance of \$234,770** as of fiscal year end on April 30, 2017; balance is within established policies
- Developed **2016-17 work plan** based on 3-year strategic plan (a new strategic plan will be developed in July 2017)
- Approved a policy allowing **department head members** to join ILCMA as Corporate (voting) members
- Approved revisions to a **communication policy** in May 2017
- Adopted revised **affiliation agreement with ICMA** in November 2016
- Actively supported the **ICMA Coaching program** (approx. 330 member listened to live coaching webinars)
- Completed **membership survey** in early 2017 with 61% of Corporate members responding
- Held **Winter Conference** on February 8-10 in Peoria with 261 attendees (Joel Kotkin & Jack Uldridge, keynotes)
- Held **Summer Conference** on June 14-16 at Eagle Ridge with 302 attendees (James Kane & Jim Morris, keynotes)
- Evaluated **ILCMA Summer Conference locations** in future years and accepted a task force recommendation with the following rotation: Collinsville in 2018; Eagle Ridge in 2019; Lake Geneva, WI in 2020 (joint with WCMA)
- Held five **professional development sessions** (Oct. 20, Nov. 17, Dec. 14, Mar. 16 & April 20; 153 total registrants)
- Partnered with NIU CGS to sponsor 7th annual **Illinois Financial Forecast Forum** on Jan. 20 (240 registrants)
- Actively and effectively coordinated with the Illinois Municipal League through the **IML Managers Committee**
- Improved effectiveness and usefulness of **ILCMA Listserv**
- Continued use of **Ombudsman Program** - outreach to new members to welcome, answer questions and inform
- **Performed outreach** to managers and administrators in IML database who are not ILCMA members
- **Communicated with non-renewing members** and understood reasons for decision to not renew membership
- Prepared two resources documents to more effectively support **Managers in transition (MIT)**
- Established **MIT Lifesaver Award** to recognize members who have provided support to MIT's
- Enhanced **Senior Advisor and in-service member support** for Managers in Transition
- **Published** "The Case for Hiring a Professional Manager: The Truth is in the Data" in the April 2017 IML Review
- Maintained strong **Senior Advisor Program** - Senior Advisors during the year were Greg Bielawski, John Phillips, Steve Carter, Robin Weaver, and Bob Kuntz, who made a combined 3,887 contacts in 2016
- Supported events and activities of **ILCMA affiliates**: Legacy Project, IAMMA, Metro, IACA, Downstate, SWICMA
- **Renewed contract** with NIU Center for Governmental Studies (CGS) to provide Secretariat Services for ILCMA
- **Evaluated performance** of ILCMA Executive Director, which was rated as exceptional by the ILCMA Board
- Maintained a **strong ICMA presence** with ILCMA members serving on a number of committees and task forces; worked in close coordination with ICMA Regional Director Dave Limardi
- Maintained a strong **partnership with the Alliance for Innovation** to enhance member benefits for both agencies
- Awarded **Robert B. Morris Lifetime Achievement Awards** to Katy Rush, Valerie Salmons, Paul Nicholson, and Robin Weaver
- Awarded the **James M. Banovetz Fellowship Award** to Tyler Grace from the NIU MPA Program
- Contributed \$900 (\$100 per individual) to the ICMA Fund for Professional Management in honor of **retiring members**: Lew Steinbrecher, Robert Pilipsyn, Steve Stricker, Gerald Bauer, Mike Flynn, Katy Rush, Valerie Salmons, Kevin Bowens, and Jerry Sprecher

Thank you for great honor of allowing me to serve as President, and heartfelt thanks to the many members and supporters of ILCMA who are responsible for accomplishments of 2016-17, specifically Board Members, Committee Chairs/Members, Senior Advisors, Corporate Partners, Affiliates, ICMA, and members of ILCMA across the state.

Respectfully Submitted, Mike Baker, President

Who's Who Directory Update

Al Stonitsch has been appointed as the new village administrator for the village of Woodridge. He previously served as assistant village manager in Glen Ellyn. He will begin his position on August 21.

Andrianna Peterson has been appointed as the new village manager in LaGrange. She previously served as the assistant village manager in the same community.

Austin Edmondson, city administrator in Minonk, has accepted the city administrator position in Flora and will begin September 5.

Jordan Lester, formerly the administrative intern in Hoffman Estates, is the new management analyst in Glencoe.

Brad Mitchell is the new assistant village administrator in East Dundee. He was formerly the assistant to the city manager in Crystal Lake.

Wally Bobkiewicz, city manager, city of Evanston has been elected as the ICMA Midwest Vice President. He will be inducted into office during the 103rd ICMA Annual Conference which is Oct 22 – 25 in San Antonio/Bexar County, TX.

Congratulations to **Steve Stricker** who retired recently from Burr Ridge. He served local government for 35 years, almost 28 years of those in the village of Burr Ridge as the village administrator.

Scott Sorrel has been selected for a two-year term as a Director of the Midwest Region for the National Association of County Administrators (NACA).

Congratulations to **Patrick Higgins**, Village Manager, Western Springs who announced his retirement as of August 18. He served as village manager for 17 years. He started in Western Springs as an intern in 1977 and served his entire career there.

Ingrid Velkme, Assistant Village Manager, Western Springs will be appointed as the new village manager as a result of Patrick Higgins' retirement.

Brendon Mendoza, administrative intern, Glen Ellyn since 2016, has been appointed administrative analyst of Hinsdale.

Jake Rife has been appointed as the new village administrator for the village of Cary. He was currently serving as the interim and was the assistant village manager prior to that service.

George Gray has been appointed as the new county administrator in Grundy County. His new contact information is: George Gray, County Administrator, Grundy County, 1320 Union Street, Morris, IL 60450, Phone: 815.941.3458, Fax: 815.941.3429, Email: ggray@grundycy.org



MIT Lifesaver Award

Do you know someone who has provided assistance to a member in transition (MIT)? If so, consider nominating them for recognition through the new MIT Lifesaver Award!

Anybody who has been an MIT knows it is a very difficult time and any assistance provided by their fellow ILCMA members is greatly appreciated. The Membership Services Committee has developed a way to recognize ILCMA members who assist MITs. A lifesaver-ring lapel pin will be awarded to members who provide significant, tangible assistance to an ILCMA MIT. Significant, tangible assistance may include sharing a room at an ILCMA or ICMA conference, adding an MIT to an interview process, hiring an MIT part-time, full-time, or for a special project, or inviting an MIT to a regional managers' lunch. Applications are available on the ILCMA website and may be submitted to the Secretariat who will provide the information to the Membership Services Committee for review.

[Apply Here](#)

ILCMA Members who have been awarded the ILCMA Lifesaver Award::

Kathleen Gargano, Village Manager, Hinsdale

Jim Arndt, City Administrator, Effingham

Jim and Kathleen were recognized at the ILCMA Summer Conference.

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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.

Sharing with Care: Regulations for Responsible Short-Term Rentals

By: Daniel J. Bolin, Ancel Glink

Property owners in your community may already be renting out their homes with the help of Airbnb, VRBO, and other services. Across different markets, the increased popularity of these services presents unique opportunities and challenges for each community. That's why municipalities are considering appropriate regulations to encourage responsible short-term rentals ("STRs").

I. Ready or Not, Short-Term Renters are Coming

Boarding houses, vacation rentals, and other room rentals have been common in the past, but home-sharing facilitated by websites and apps has transformed the rental marketplace. Airbnb operates in more than 65,000 cities, so homes in your community may already be occupied by short-term renters. Even if STRs are not popular in your community today, local markets can change based on seasons or significant events. For example, Carbondale, Illinois, lies in the path of an upcoming total solar eclipse, and recently adopted STR regulations to accommodate the expected influx of tourists.

II. Opportunities and Challenges with Short-Term Rentals

STRs present opportunities for homeowners to make extra income, and could be used as an economic development tool, allowing tourists to stay in areas underserved by traditional hotels. However, STRs come with their own host of challenges.

A. Quality of Life. STRs may impose increased noise, traffic, garbage, and parking challenges.

B. Safety. STRs often take place in homes without recent code inspections. Sometimes owners make improvements without a permit to accommodate the rental.

C. Planning. Municipalities likely did not anticipate a large number of STRs for its residential zoning districts.

D. Fair Housing. Studies show STR users suffer from racial discrimination, and it remains unclear whether federal housing discrimination laws apply to STRs, in the same way they apply to hotels.

E. Affordable Housing. STRs can disturb the housing mix in a community, depleting the availability of residences to own or rent long-term.

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F. Taxes. STR hosts are required to pay state and local hotel taxes in Illinois, but services like Airbnb do not collect taxes on behalf of all communities.

G. Industry Disruption. STRs could decrease demand for traditional hotels, and related service jobs.

III. Short-Term Rental Regulations

A. Can Municipalities Regulate Short-Term Rentals? Illinois municipalities are authorized to regulate STRs. Home rule units may rely on their home rule authority, and non-home rule units can use their zoning power, and their authority to license bed and breakfast establishments (50 ILCS 820/3 (less than 5 guest rooms, more than 10 nights/year, breakfast not required)). Many of the negative impacts of STRs can be addressed through municipalities' traditional nuisance abatement powers, and enforcement of building, property maintenance, and life safety codes.

B. How do Municipalities Regulate Short-Term Rentals? When considering STR regulations, a good approach is to first evaluate the existing regulatory landscape and rental marketplace. Communities often mistakenly think STRs are prohibited, because local zoning ordinances typically prohibit unlisted uses. However, courts often consider STRs of residential dwellings to be "residential uses." When there is no durational restriction in the definition, a one-day rental does not render the use to be "commercial," any more than a one-year lease. (See, e.g., Heef Realty & Investments, LLP v. City of Cedarburg Bd. of Appeals, 2015 WI App 23, 13).

Next, communities should identify the desired conditions and policy goals for STRs, and adopt regulations designed to achieve those goals. Common STR regulations are summarized below:

- Make it easy to get a permit; prohibit advertising without a permit

continued on page 8

Corporate Partner Spotlight

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Comcast Invests in Illinois Communities

Comcast Cable is one of the largest high-speed Internet, video, telephone, home security and automation providers in the world. The company just launched a new mobile phone service, Xfinity Mobile.

Comcast is working to revolutionize how its customers experience technology, helps government entities and businesses of all sizes deliver their services and brings the power of the Internet to people in locations across the country, regardless of income and background.

Comcast has a longstanding commitment to its Greater Chicago Region (GCR) – which includes Central and Northern Illinois (along with Northwest Indiana and Southwest Michigan) – and works to strengthen the region's economy, communities and neighborhoods. Chicago is the largest city and metropolitan area the company serves.

The Backbone of the Region's Digital Economy

The region's digital economy demands a widespread reliable broadband network infrastructure that provides a smart backbone for today's and tomorrow's technology needs. Comcast maintains more than 50,000 miles of network across the GCR. The network, which includes more than 11,000 miles of fiber, allows the company to:

- Deliver services to residents and businesses across the region and across every Chicago neighborhood. In fact, Comcast can provide 1 Gbps Internet speeds to all residents and businesses across the region using its existing network.
- Operate more than 1.6 million WiFi hotspots in the GCR – and more than 17 million in locations across the nation – allowing customers to access WiFi on the go; and
- Regularly introduce or pilot innovative products, including Internet speeds up to 100 Gbps, MachineQ/Internet of Things (IoT) and high density WiFi in select public locations.

For the last 20 years, Comcast has invested on average \$300 million annually in its network in the region. In addition, the company is in the midst of \$100 million in network expansions designed to bring fiber optic cable to thousands of businesses, industrial corridors and employment hubs in diverse locations across the region.

A Foundation for the Region's Technology Ecosystem

Comcast plays a key role in fostering the region's vibrant technology ecosystem and creating a supportive environment for innovation. To this end, Comcast has provided support to business incubators ranging from 1871, Builtworlds, Bunker Labs and Coalition Energy to mHub, Matter and Rev3.



Other Regional Community Investments

In 2015, Comcast and the Comcast Foundation made nearly \$26 million in financial and in-kind donations to charitable organizations throughout Illinois and the GCR. The company's community investment goals are to help close the digital divide; increase digital literacy; promote youth development and academic success; and help residents in the region build modern work skills.

Embedded in the Region's Civic Engagement Culture

Comcast has more than 7,000 employees in the region, including more than 900 customer care representatives. The company operates 170 facilities, comprising more than 30 Xfinity Stores and service centers where customers can order service, pick up and return equipment and get assistance. Comcast opened the first-ever Studio Xfinity store in Chicago to showcase the latest Xfinity products and services and customer service technologies.

With more than 600 employees, NBCUniversal, a division of Comcast, produces more than 50 hours of local news and programming weekly on WMAQ-TV and WSNS-TV, the local Telemundo affiliate. Comcast NBCUniversal participates in the "Hiring Our Heroes" program and has committed to hiring 10,000 veterans by the end of 2017.

Each year, Comcast holds the largest single-day corporate volunteer event in the nation called "Comcast Cares Day." Nearly 6,300 Comcast employees participated in nearly 80 projects across the region this year.

Comcast also operates EveryBlock, a free interactive online tool that lets users in the Chicago area and several other Illinois cities learn and share up-to-date information about their communities. The site integrates information, ranging from 311 service requests and crime reports to new business licenses and construction permits by location. It also provides a platform for neighbors to discuss issues affecting their communities.

Corporate Partner Spotlight

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Solar PV is Heating Up in Illinois!

To reduce operating expenditures and protect themselves from rising utility costs, some public agencies are looking towards solar PV. But what are the options when it comes to purchasing a solar PV system and how can it impact your community?

Net Metering

Net metering is the interconnection of a solar PV system to the utility's electric grid. When solar PV systems generate more electricity than a building can use, like during daylight hours over the weekend, the energy is returned to the grid for credit. The electric meter effectively runs backwards during periods of high generation but low energy use.

In Illinois, the legislation that mandates net metering took effect in 2008. It allows electric customers of ComEd, Ameren and MidAmerican to participate in net metering, and was an important first step towards making solar PV feasible for customers in these territories.

Solar Renewable Energy Credits (SRECs)

One SREC is created for every 1,000 kWh of energy produced by the generation system, said solar PV expert Jeff Kilmer of SmartWatt. "SRECs are separate from the energy (kWh) that is produced by the generation system, and can be purchased by utilities to meet the state mandated renewable goals," Kilmer said. "SREC's can have an impact on the project's economics and improve the payback time frame."

The newest Procurement Plan for SREC's would have a transparent schedule of prices and utilize a "block" system to set system size and prices that adjust between blocks.

The Illinois Future Energy Jobs Act (FEJA) that went into effect June 1, 2017 includes important updates to the State's renewable portfolio standards, including the procurement of SRECs for fixed prices over a 15 year length. This provides the necessary clarity into the long-term project economics for government agencies in Illinois that are considering solar PV.

Energy Performance Contracts

Due to the predictability of the energy savings associated with a solar PV installation, public organizations can use an energy savings performance contract to procure a solar PV project under the Illinois Local Government Energy Conservation Act. A performance contract allows public entities to partner with an energy systems optimization company to implement projects that achieve modernization of infrastructures, budget reduction, and sustainability goals

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without using capital or impacting debt limits. Performance contracts are budget-neutral as project costs are paid for by the annual energy savings realized from the projects. The provider that designs and installs the project must guarantee the energy savings over the contract term, and reimburse the public entity if a savings shortfall arises in any year of the guarantee term.

Incentives & Community Engagement

There are impacts of a solar PV project beyond financials, and many organizations are using solar PV for enhancing community relations. The Illinois Clean Energy Community Foundation, for example, awards grants to qualifying agencies for renewable energy projects that achieve net zero energy status, where the total amount of energy used annually is roughly equal to the amount of energy created by the solar PV system. In some cases, the grants are up to \$1M and are maxed out at 60 percent of the project cost. The Foundation likes to see an emphasis on community engagement and education in all of its grant projects, and priority is given to projects that include permanent educational signage and other publicity materials.

Local Job Creation

According to the Illinois Clean Jobs Coalition, the clean energy provisions in the FEJA "will lead to between \$12 to \$15 billion in additional private investment coming to Illinois and create tens of thousands of new jobs," making it "one of the greatest economic development plans Illinois has seen in years." Increased awareness and access to cost-effective solar PV projects is anticipated to be a major component of the resulting economic development, and because the work must be performed locally the trade labor will come from local companies, further boosting the economy that matters most -- the one closest to home.

Corporate Partner Spotlight

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Will your employees be ready for retirement?

By AXA

Whether or not workers feel ready to retire may be tied to their participation in a retirement savings plan, according to the 2015 Retirement Confidence Survey.¹ In fact, the percentage of workers who felt very confident about having enough money for a comfortable retirement doubled in the last two years for those who participated in a retirement plan, but stayed the same for those who didn't participate.

Unfortunately, as an employer, you can't force your workers to contribute to your retirement plan. You can only encourage them to participate by making sure that the plan you offer is an effective and efficient way to save. Here are a few ways you can enhance your plan:

Add enrollment options

When it comes to enrolling and managing their retirement accounts, some participants may want in-person, face-to-face assistance, while others may be happy with help from someone over the phone. Still others may be do-it-yourselfers and will want to do it all online. If there are multiple ways to enroll, it could appeal to a wider range of employees.

Offer automatic diversification

One of the hardest things for employees to do is making sure that their portfolios are diversified – especially if they're not familiar with the different types of investments or how they work. By offering options that are automatically diversified, like asset allocation portfolios or target-date funds, you put the investment decision-making in the hands of professional money managers, helping put your employees on the path to retirement readiness.

Give them a way to generate retirement income

How many of your employees have thought about how they'll turn their retirement savings into retirement income? I'll bet the answer is, not many. Saving for retirement is important, but it's not enough. Your plan participants need to take the next step and figure out how much income they'll need once they retire. One way you can help is by adding an option to your plan that gives them a way to generate a stream of income payments in retirement that can last as long as they live.

Provide the right education

While general investment and retirement education is important, keep in mind that different age groups will have different needs, simply because they are at a different stage

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of life. For example, a 30-year-old may be more interested in saving to buy a house, while a 60-year-old will be looking for ways to turn their savings into retirement income. By segmenting your education efforts and messages, you may be able to better reach your employees who are in different phases of their lives.

Offer access to financial professionals

According to a recent survey², plan participants who work with a financial professional show more positive investment and savings behaviors and better outcomes. For example, participants who work with a financial professional are more likely to:

- Start saving earlier
- Contribute more to their retirement account
- Be satisfied with their plan performance
- Feel confident that they'll reach their retirement goals

By providing access to a financial professional, you may be helping your participants feel better about their plan and their future.

1 Source: Employee Benefit Research Institute

2 Source: AXA Enhancing Outcomes Advisor Value Study, 2015

GE-108294 (10/15) (Exp 10/17)

A "stream of income payments" can be provided by an annuity, a long-term financial product that is designed for retirement purposes. Annuities are subject to insurance-related charges, including mortality and expense charges, and administrative fees. Withdrawals of taxable amounts are subject to ordinary income tax and, if taken prior to 59 1/2, a 10% federal tax penalty may apply. Early withdrawals may also be subject to a withdrawal charge. Annuities contain limitations and restrictions. For costs and complete details, contact a financial professional. Variable annuities contain investment options such as asset allocation portfolios and target date funds which are subject to market risks, including the possible loss of principal.

The target date is the approximate date when investors plan to start withdrawing their money. The principal value of target date portfolios is not guaranteed at any time, including at the target date. You will incur higher costs with asset allocation and target date portfolios than if you were to invest directly in the underlying portfolios. Asset allocation and diversification do not guarantee a profit or protect against loss.

Please consider the charges, risks, expenses and investment objectives carefully before purchasing a variable annuity. For a prospectus containing this and other information, please contact a financial professional. Read it carefully before you invest or send money.

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continued from page 4

- Enforce rules designed to prevent externalities from affecting neighbors (e.g., garbage, noise, vehicles)
- Require property maintenance inspections to ensure the premises are safe
- Promote renter compliance by requiring summary of local rules and ordinances to be posted in the unit
- Disperse STRs to avoid an over-accumulation in one neighborhood, which could amplify the externalities
- Consider areas that are served or underserved by hotels in establishing zoning restrictions
- Prohibit discrimination

C. Make Your Regulations Enforceable In addition to tailoring regulations to your community's policy goals, local regulations should be scaled to your enforcement capacity. For example, some communities adopt STR bans, but rentals often continue in such numbers to overwhelm municipal resources to enforce the ban. Accordingly, many municipalities adopt simple licensing standards, to make it easier for code enforcement officials to find STRs and promote compliance with the community's established standards.

IV. Regularly Revisit your Rental Market and Regulations

In a dynamic industry like home-sharing, it will not be enough for a municipality to simply adopt STR regulations. Rental markets change daily, and regulatory tactics continue to improve, so communities should regularly work with their attorneys, planners, and staff to make sure their STR regulations accomplish their policy goals.

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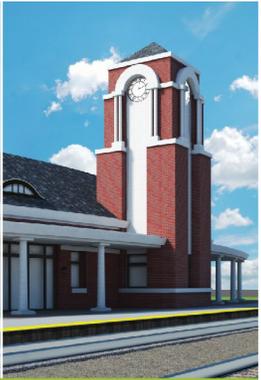
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ILCMA Announces 2017-2018 Board

At the Illinois City/County Management Association (ILCMA) Annual Meeting on June 15, 2017, held in conjunction with the ILCMA's Summer Conference, the election results for new officers and directors were announced. Serving the association during 2017-2018 will be:

President

Barry Burton
County Administrator, Lake County

President-Elect

Mike Cassidy
Village Manager, Mt. Prospect

Vice-President

Ray Rummel
Village Manager, Elk Grove Village

Secretary-Treasurer

Ken Terroni
County Administrator, Boone County

Immediate Past-President

Mike Baker
Deputy Village Manager, Downers Grove

Board Members

Nancy Hill – Director at Large
Community Development Director, Itasca

Drew Irvin – Director at Large
Village Manager
Lake Bluff

Dorothy David – Director at Large
City Manager, Champaign

Randy Bukas – Director at Large
Accounting Supervisor/City Treasurer, Effingham

Lowell Crow – Downstate
City Manager, Freeport

Jim Grabowski - Metro
Village Manager, Elmhurst

Kimberly Richardson - IAMMA
Assistant to the City Manager, Evanston

Douglas Brimm - SWICMA
City Administrator, Trenton

Jeff Wilkins - IACA
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Vice President

Jeff Wilkins, MIT

Treasurer

Colleen Gillaspie
County Administrator, Henry County

Secretary

Sharon Schallhorn
County Administrator, Bureau County

Past President

Peter Austin
County Administrator, McHenry County

2017-2018 Downstate City/County Management Association Board of Directors

President

Lowell Crow
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IML Managers Monthly Column

Illinois Municipal League Managers Committee: Have You Heard of Them?

*By James Arndt, City Administrator, Effingham
IML Manager Committee Member*

Most of you have heard of the Illinois Municipal League Managers Committee, but how many of you know who sits on the committee or what the committee actually does?

The Illinois Municipal League Managers Committee is an active committee that meets once a month, striving to be an effective liaison between the Illinois City Managers Association (ILCMA) and the Illinois Municipal League (IML). The ILCMA and the IML have numerous common interests and this committee serves as an effective bridge between the two dynamic local government organizations.

Walter Denton from O'Fallon is the current Chairperson. The committee is comprised of city managers or city administrators from all across the State, to ensure interests and viewpoints are heard and considered from smaller rural Illinois communities and larger metro area communities. Your current members are Jim Norris from Hoffman Estates, James Arndt from Effingham, Robert Barber from Beecher, Mark Peterson from Normal, Tim Gleason from Decatur, Scott Niehaus from Lombard, Joe Breinig from Carol Stream, Patrick Urich from Peoria, Scot Wrighton from Streator, and our own Dawn Peters from the ILCMA serves as an Ex Officio member.

I would be remiss if I did not mention that the committee meets and works directly with Joe McCoy the IML Legislative Director through the year at our monthly meetings and via emails and phone calls whenever necessary. Joe provides the committee with a comprehensive Legislative Report at every meeting. The committee utilizes Joe and the IML as a resource when it comes to State legislative issues and State finances; likewise, the IML through Joe uses the committee as a resource, when it comes to better understanding how State legislative policy affects local government operations and finances.



Educate. Advocate. Empower.

In addition to the monthly meetings, the committee is also responsible for creating these newsletter articles, sharing information with the membership concerning State issues, organizing and presenting various sessions at the Annual IML Conference each fall.

There you have it. Now you know who is on the committee and what the committee does on a regular basis. If you have an issue with the State, please reach out to a member of the Committee. We will discuss it and work hard to get you the help you need.

Illinois City/County Management Association Presents Annual Awards

At its annual conference held June 14-16, 2017, the Illinois City/County Management Association (ILCMA) honored Paul Nicholson, Katy Rush, Valerie Salmons, and Robin Weaver with the Robert B. Morris Lifetime Achievement Award.

The Robert B. Morris Lifetime Achievement Award is presented to a retired individual who has had an exemplary career in local government management and has served no less than 20 years in local government, at least eight of those in Illinois. The award is named after Robert B. Morris, the first village manager in Glencoe who was also the first manager in Illinois that was not trained as an engineer. Mr. Morris received his Master of Arts in Public Administration from the University of Minnesota and served the village of Glencoe for over thirty-three years, thirty-one of those as village manager. He not only provided mentorship to future professional managers, he also served ILCMA as president, and was involved in serving his community in a number of voluntary roles. Recipients of this award must have made significant contributions beyond their own communities, including service to the association and the profession.

Paul Nicholson has had a lifelong commitment to service. He served in the United States Army in Vietnam from 1967 – 1969. Upon return from military duty, he pursued his Master of Arts in Public Administration (MAPA) degree from NIU. His first position in local government management was that of intern for the city of Elgin. That was the start of what became a long and successful career in municipal management that took place entirely within the State of Illinois. During his illustrious career, which spanned four decades, Paul Nicholson served the following Illinois municipalities: Elgin, DeKalb, Western Springs, Barrington, Charleston, Manteno, East Dundee and Streator.

According to Paul's many nominators, "Paul was completely invested in his profession. As a mentor to many interns and young assistants, he left an indelible legacy of professionalism and integrity. He instilled in his protégées a sense of dedication, pursuit of excellence, and the wisdom to chart the right course even if it meant navigating through turbulent waters." He invested his time to the profession as well. In 1987/88, Paul served as the President of the Illinois City/County Management Association following several years of service on the ILCMA Board of Directors. He also served on numerous committees with both the ILCMA and the ICMA, including the important IML Managers Committee which he chaired.

Paul retired from the profession in December of 2014.

Katy Rush is a local government professional with over 30 years of experience in small and medium size communities based in the Chicago Suburbs. Cameron Davis, her nominator, notes "Over that time, I've seen her take on leadership position after leadership position in IAMMA, Metro Managers, DuPage Mayors and Managers, and ILCMA. Quite frankly, Katy's leadership and volunteer efforts are legendary. It is hard to think of a leadership position or opportunity that she hasn't stepped forward to embrace."

At the time of her retirement in January 2017, Katy had served as Village Administrator in Woodridge for nearly eight years. Her professional local government career started when she entered into the NIU MPA program in the mid 1980's and served as an intern for the city of DeKalb. Most of her career was spent in the village of Woodridge as she worked her way up from administrative assistant to village administrator. She also served as village administrator in the village of Riverside from 1998-2009. Not only has she served ILCMA as president and been involved in numerous committees, she has been actively involved in other professional and civic organizations in support of her community and her profession. She served on numerous ICMA committees and was very active in Rotary and other service organizations. She was also a founding member of The Legacy Project, an association that was started to promote women in local government.

Katy has a Bachelor's degree and Masters of Public Administration (MPA) degree, both from Northern Illinois University (NIU).

Valerie Salmons served as Village Administrator of Bartlett from 1982 until her retirement in January 2017 and has worked in municipal government for 41 years. She was Bartlett's first Village Administrator and guided the community through a period of dramatic population growth, when the number of residents exploded from 13,000 to 41,000. She was the Assistant Manager of Decatur and began her career as the Administrative Assistant in Deerfield.

Ms. Salmons also has served as the Midwest Regional Vice President for the International City/County Management Associations (ICMA), President of the Illinois City/County Management Association (ILCMA), and President of the Illinois Association of Municipal Management Assistants (IAMMA). Valerie was also the Chairman of the Illinois Law Enforcement Training and Standards Board. She had served on the board since 1995 and was the longest

continued on page 15

continued from page 14

continuously serving member of the Board. Valerie was the first woman to be appointed and has been reappointed as a board member by five governors. During her service, she was instrumental in shaping and implementing law enforcement training and policy throughout the state of Illinois. She has been a member of the Bartlett Rotary Club for the past 27 years and is a life member of the Bartlett Historical Society.

Valerie completed both her Bachelor of Science degree in journalism ('74) and her Master's degree in public administration ('77) at Northern Illinois University. She continues to be active in support of the MPA program, serving on several alumni committees.

Robin Weaver retired from professional local government management holding the title of Director of Public Works in Normal, IL, in 2014. During her 30 plus years of work for and with local governments, she has served many communities in Illinois, including 15 years as the Roselle Village Administrator. Nancy Hill and John Coakley, her co-nominators, note "Robin has set the example for dedication to her community, the communities in which she has served, the advancement of local government professions and professionals, ICMA, ILCMA, and many other affiliate and partner organizations, and her vast network of colleagues." In addition to her impressive work history, Robin has been a dedicated volunteer throughout her career, serving many professional organizations, such as ICMA, ILCMA, and IAMMA, with the goals of advancing the profession and improving herself, as well as other professionals. Robin has also served in various roles by participating in countless municipal organizations as a board and committee member, including the DuPage Mayors and Managers Conference (DMMC), Northwest Municipal Conference (NWMC), Intergovernmental Risk Management Agency (IRMA), and Illinois Public Works Mutual Aid Network (IPWMAN). Robin has been active in The Legacy Project and currently serves as a board member. She is still actively involved in ICMA and currently serves on the International Committee and is a Senior Advisor for ICMA and ILCMA.

Robin has a Bachelor's degree and Masters of Public Administration (MPA) degree, both from Northern Illinois University (NIU).



*Legacy Walkers
Kimberly Richardson,
Suzanne Ostrovsky,
Denise Burchard, and
Mike Baker*



*A record 307 people
registered for the
ILCMA Summer
Conference*



*Robert B.
Morris Lifetime
Achievement
Awards Winners
(L to R) Valerie
Salmons, Katy Rush,
Robin Weaver, and
Paul Nicholson*



*New ILCMA President
Barry Burton at the
podium*



*Mike Baker and Banovetz
Fellowship recipient Tyler
Grace*

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Wednesday, March 29
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Thursday, May 11
- ▶ **EFFECTIVE COMMUNICATION OF COMPLEX ISSUES TO THE PUBLIC**
Thursday, September 7
- ▶ **STRATEGIES FOR HAVING DIFFICULT CONVERSATIONS**
Wednesday, October 11
- ▶ **TOOLS TO RESOLVE TOUGH ISSUES IN YOUR COMMUNITY**
Thursday, November 9

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- ▶ **ICMA Credentialed Manager Program Credit:** Coaching webinars now qualify for ICMA's Credentialed Manager credits. The six webinars address 12 of the 18 ICMA practice areas. Each webinar registration link notes the relevant practices.
- ▶ **New Talent Development Resources:** To assist you in creating a rewarding new chapter in your talent story, we are providing a **downloadable copy** of the "Take Charge of Your Talent Participant Guide" – ICMA special edition, that's complimentary for participants in the ICMA Coaching Program

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For more information please contact

Don Maruska, ICMA Coaching Program, ICMACoaching@donmaruska.com or 805-772-4667,
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policy profiles

CENTER FOR GOVERNMENTAL STUDIES Northern Illinois University

issue: *Unemployment, Labor Force Participation and The Illinois Work Force*

By Norman Walzer, Brian Harger, and Diana Robinson¹

- *Illinois has underperformed most midwestern states in the recovery of its labor force from the last recession.*
- *During the nation's recovery from the last recession, and even in the post-recession period, Illinois' labor force has continued to decline. Illinois lost 113,000 workers between 2010 and 2015.*
- *Primary contributors to this decline are an aging population, fewer job opportunities, and the relocation of young workers to urban areas.*
- *Based on population projections, Illinois is likely to experience a shrinking workforce during the next ten years.*
- *Illinois needs a strategy to reverse its loss of both jobs and workers.*

These are the conclusions reached in the just-released study entitled Unemployment, Labor Force Participation, and the Illinois Work Force by Northern Illinois University's Center for Governmental Studies.

The study examines the causes of Illinois' declining work force, considers how these causes are associated with the labor force participation in various regions of Illinois, and explores options Illinois has available to help expand its labor force and compete more effectively with surrounding states. Finally, it examines what has worked in other states that could be tried in Illinois and concludes that strategies to reverse Illinois' declining work force trends may differ in the state's urban and rural areas.

Particular focus in the report is placed on how the state can better prepare young people for the work force. The report notes that youth unemployment—especially for low income, rural, and young people of color—has been a concern for decades. Currently, the unemployment rate for younger workers remains more than double the national average. The report offers suggestions to help remedy this situation in the state and spotlights the special challenges confronting the Millennial generation.

The report also focuses on older workers, suggesting a variety of strategies that can be employed to support and expand the labor force contributions of mature workers.

3rd Quarter
2017 Legacy
Project
Luncheons



Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

3rd Quarter Luncheons
Brown Bag (bring your own)

Hot Topics

You Bring Them, We'll Work Them

Wednesday, August 2

Elk Grove Village Hall
901 Wellington Ave
Elk Grove Village, IL 60007

Wondering how to handle a particular workplace situation? Interested in hearing other women's perspectives on managing work-life balance? Looking for career advice specific to your current circumstance?

Wednesday, September 6

Sikich Office in Naperville
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Join the Legacy Ladies for a luncheon conversation centered on your Hot Topics. Come ready to discuss your questions; come to lend your experience to help other ladies; or come for both! Each session will be unique based on the questions the group would like to discuss. RSVP today!

Luncheons begin at 11:30 a.m. and end promptly at 1:00 p.m.

Please join us for interactive discussion on topics of particular interest to women working at all levels of local government.

To learn more about the Legacy Project, please visit our website:

www.legacyprojectnow.org

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.

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.

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.)

Bob Mahrt	RGMahrt@hotmail.com	309- 252-8941
John Kolata	jdkolata@hotmail.com	309-525-2359
Evan Teich	eteich1@aol.com	224-325-6529
Douglas Petroschius	dougpetroschius@gmail.com	847-421-6229
Lisa Powers	lisap63@juno.com	618-402-2443
Dave Strahl	davestrahl731@gmail.com	224-238-0725
Sue McLaughlin	imanagectz@yahoo.com	217-254-2741

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September 18, 2017 – DuPage County Administration Building
Measuring Your Nonprofit's Effectiveness

September 22, 2017 – DuPage County Administration Building
Are You the Perfect Board Member? What You Need to Know In Order to Lead and Govern

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

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



ILLINOIS DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Diann Reed
Manager
Local Government Health Plan

Office: 217-524-1227
Fax 217-524-7541
Diann.Reed@Illinois.gov

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Add your Coaching skills to a national network of volunteer coaches helping advise and prepare our nation's local government professionals.

Why Be a Coach?

Participating in 1-1 Coaching is mutually rewarding. Players gain encouragement and guidance for their careers. Coaches gain deeper insights into their own careers and the satisfaction of helping others. Volunteer Coaches can help those seeking advice to chart a path in local government, and discover their next steps.

Coaching offers value for people at any stage in their careers. As in sports, coaching helps even the best players do better, because everyone can benefit from Coaches who can help them see their situation and opportunities from a fresh perspective. Even successful executives seek out coaching! Coaches are encouraged to share expertise, insight, and experiences from their life's work to help others negotiate their own career paths, overcome obstacles, and reinvigorate their passion. Coaches come from ICMA membership, and from our state and national partner organizations.

Players find coaches by department, subject expertise, or by scope of general workplace navigation, such as work/life balance, breaking into local government, or career advancement.

Your service as a volunteer coach in formal mentoring activities (if the mentee is not your employee) count toward annual professional development requirements for ICMA Credentialed Managers. Learn more at icma.org/1-1-coaching.

Find more resources for you and your agency at icma.org/coaching.

Sign-up to Coach

We invite you to use our new coach-player matching service, [ICMA CoachConnect](https://icma.org/coaching). CoachConnect brings the power of data and search to help you find the best coaches for you coach faster. Members and non-members of ICMA at any stage of their career can find a coach to help them with their career, a community issue they want a second opinion on, or even the work-life balance challenges of the profession.

If you are interested in being a coach, [create your profile at icma.org/coaching](https://icma.org/coaching). Registering should take about five minutes (more if you expand your profile details). Once we receive coach registration requests, we will approve them and you will receive a confirmation email from the system. Coaches receive coaching requests by email. You will negotiate and set expectations for time commitment up front so you both get the most value from your interactions



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EFFECTIVE COMMUNICATION OF COMPLEX ISSUES TO THE PUBLIC

free webinar

9:00 - 10:30 a.m. Pacific Time, Thursday, September 7, 2017

***** Advance registration required for this no-charge webinar *****

<https://attendee.gotowebinar.com/register/3107748005046132482>

Webinar topics:

1. What's working to communicate complex issues effectively?
2. How do you choose the right approach for the topic?
3. What are helpful examples of concrete applications and do's and don'ts?

Presenters:

- * Mike Ekey, Communications Director, Raymore, MO
- * Yocelyn Galiano, Village Manager, Pinecrest, FL
- * Greg Hermann, Assistant to the City Manager, San Luis Obispo, CA

Audience: all employees, especially those with public contact

Meets Practice 8 (Democratic Advocacy and Public Engagement), 15 (Presentation Skills), and 16 (Media Relations) of ICMA's Practices for Effective Local Government Leadership.

1. Register for the Webinar:

There is no charge for participating in the webinars, but each requires advance registration.

***** Advance registration required for this no-charge webinar *****

<https://attendee.gotowebinar.com/register/3107748005046132482>

NOTE: Please white list "customercare@gotowebinar.com" to receive confirmation email for the webinar.

Can't make the live webinar? Register for the webinar and get an automatic email notice when the digital recording is available.

2. Connect with the webinar and audio:

Use your logon information from the email confirmation you receive via email from GoToWebinar. We recommend the telephone option dial-in number provided by GoToWebinar for sound quality. Depending upon your internet connection, VOIP option for audio (computer speakers) can have delays or sound quality issues.

3. Ask questions:

You may submit questions anonymously via email to ICMACoaching@donmaruska.com in advance or via the webinar during the panel discussion. As moderator for the session, Don Maruska will pose the questions.

4. Presenters' presentation materials: We post these with the Agenda at "Agendas & Archives" tab of <http://icma.org/coachingwebinars>. The PPT will be available 24 hours before the webinar.

After a webinar occurs, a digital recording along with a PDF of the presentation materials and results of the polling questions will be available after 24 hours at the "Agendas & Archives" tab of <http://icma.org/coachingwebinars>.

Post-Webinar Group Discussions:

Many agencies are organizing groups to participate in the webinars (live or recorded) and discuss the topics among themselves after the webinars. Some are summarizing their discussions and distributing them to managers throughout their organizations. Use the Coaching Program as an effective way to enhance professional development in your agency. Here are some discussion starters for this session.

- a. What are some complex issues that we need to communicate to the public?
- b. What approaches look desirable to enhance our effectiveness?
- c. What resources would we like to tap to boost our tools and skills in using them?

MORE RESOURCES--See <http://icma.org/coaching> for valuable resources to boost your career. Sign up for the complimentary email list at <http://icma.org/coachinglist> to keep informed of the details for future ICMA Coaching Program sessions and other resources.

Enjoy the resources and support to thrive in local government.

Don Maruska, MBA, JD, Master Certified Coach
Director, ICMA Coaching Program – thrive in local government
Author of "Take Charge of Your Talent" www.TakeChargeofYourTalent.com



Mike Ekey, Communications Director, Raymore, MO

Mike Ekey started his career as a local government reporter for the Kansas City Star covering City Halls across Johnson County, Kansas. Following several years at The Star, Ekey left journalism and became a freelance communications consultant for non-profits such as Teach For America, The Brooklyn Art Museum, The Children & Nature Network and others to help develop new digital communications tools in a sector that still relied on mailed newsletters and press releases. Ekey returned to Kansas City to work as a public relations officer for Metropolitan Community College while earning his MPA and now serves as the Communications Director for the City of Raymore.



Yocelyn Galiano, Village Manager, Pinecrest, FL

Yocelyn Galiano, ICMA-CM, was confirmed as Pinecrest's second Village Manager on July 18, 2011. Ms. Galiano served as the Village's assistant manager for over ten years (1996-2004, 2009-2011). She was the City of Doral's first city manager and previously served as the Village of Key Biscayne's assistant manager. Ms. Galiano has a Master's Degree in Public Administration from Florida International University. She is a past president of the Miami-Dade County City Management Association, past District V Director for FCCMA and is an active member of ICMA and FCCMA.



Greg Hermann, Assistant to the City Manager, San Luis Obispo, CA

Greg is currently the Assistant to the City Manager for the City of San Luis Obispo, CA. Previously, Greg has worked in the City Manager's Office for the cities of Carlsbad, CA and Palo Alto, CA managing a variety of special projects and organizational initiatives including several efforts to enhance public engagement and communications. Greg received his undergraduate degree from Cal Poly San Luis Obispo and holds a Master's Degree in Public Administration from Cal State Long Beach. Greg is currently President of Cal-ICMA and was an ICMA Local Government Management Fellow.



ILCMA Reception at the ICMA Annual Conference in San Antonio

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 Casa Rio, which is just blocks from the convention center and on the river walk.

Location: Casa Rio
430 E. Commerce St.
San Antonio, TX

Date: Monday, October 23, 2017

Time: 8:30 p.m. – 10:30 p.m.



Please join ILCMA for an evening of networking and fun!

We hope to see you at the ICMA 103rd Annual Conference in San Antonio, TX in October!





Midwest Leadership Institute

Helping local government navigate a complex world in a time of disruptive change

Approach

A basic premise of the Midwest Leadership Institute is that successful outcomes in local government require a deep understanding of interpersonal leadership. The ability to understand individual and organizational behavior and the ability to diagnose why people act the way they do is crucial. The courage and discipline to admit when you do not know what you do not know, which requires you to know yourself and your emotions, is also a focus of the Institute.

Who Should Attend

Local government professionals including chief administrative officers, assistants, and department heads interested in advancing their career who would like to:

- Thrive in an increasingly complex world with multiple personalities, competing self-interests, questionable ethics and the prominence of the information age.
- Function in a complex world with challenges facing local government professionals that can make leaders feel like the healthiest person in the emergency room.
- Implement sound judgment, an important concept of the Institute, which will help guard against blind pathology and acting without the proper analysis.

Curriculum

The Institute customizes learning to the needs of the participants. Learning in teams focusing on real world local government scenarios is a critical component of the Institute.

The Institute is an intensive 4.5 day program with both an internal self-focus and an external organizational focus. The Institute consists of nine learning pods including lectures, exercises, team discussions and team presentations.

The nine learning pods are as follows:

1. Leadership in the New Order of Things and Fundamental Concept for Leading People
2. Judgment – The Foundation to Successful Leadership
3. Emotions – The Ultimate Motivator
4. Self-Awareness – Overlook at your Own Risk
5. Resistance, Motivation and Performance
6. The Unique Challenges of Public Sector Ethics
7. Groups Committing to Reality
8. Aligning Goals, Tasks and Relationships
9. Balancing the Competing Needs of Work, Family and Self

If you are an **ICMA Credentialed Manager**, the Institute includes practice areas 1,2,6,8,9,13,14,17,18

Instructors

A cross-disciplinary team of leading local government practitioners and experts in executive coaching and leadership development presents the program

- David E. Morrison, M.D.
- Daven Morrison, M.D.
- David M. Limardi, Midwest Regional Director, ICMA, MPA, ICMA-CM
- Robert Kiely, City Manager, Lake Forest, MPA, ICMA-CM

Logistics

Each program is limited to 40 participants to ensure time for one-on-one individualized coaching as well as small group and all-participant events. Tuition for the entire 4.5-day Institute is \$2000 for ICMA members or \$2200 for non-ICMA members and includes course materials, continental breakfast daily and lunch four days. Organizations that send multiple participants are eligible for tuition discounts. Please see below for contact information.

The Institute will be held **March 19 - 23, 2018** at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

Visit www.cgs.niu.edu/midwest_leadership_institute for more program details and area lodging options. Please contact Dawn Peters at dpeters@niu.edu or call her at 815-753-0923 with questions.

Register Today

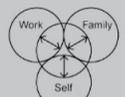


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Redevelop Your Vacant Properties

Free Brownfield Workshop at Starved Rock Lodge in Illinois!
October 18, 2017, 9:30 a.m. – 2:30 p.m.

Starved Rock Lodge & Conference Center, 2668 E. 875th Road, Oglesby, IL

There is a limited block of rooms reserved at the Starved Rock Lodge for the night of October 17. Reservations must be made by September 18. Call: 800-868-7625, #0 and refer to 'Illinois Brownfields Conference'.

Hello, Community Leaders, Planners, and Consultants!

You are invited to attend a free brownfields workshop on October 18 which is being co-hosted by the Illinois EPA Brownfields Program, the City of Ottawa, and the Technical Assistance to Brownfields (TAB) Program at Kansas State University.

Who should attend? Local and regional government officials, not-for-profit economic and community development organizations, lenders and real-estate professionals, property owners, and anyone interested in learning about brownfields or about financial resources for local redevelopment.

For more information contact:

Margaret Renas, Delta Institute & KSU TAB Partner, mrenas@delta-institute.org, 312-651-4335
Dave Noble, City of Ottawa, dnoble@cityofottawa.org, 815 433 0161, ext.220

REGISTRATION WILL OPEN SOON!

There is no charge and lunch will be provided, but registration is required.

To register, go to the workshop webpage at: <https://www.ksutab.org/education/workshops>

Please share this information with your colleagues, clients, listservs and anyone you think would benefit from attending this workshop.

Lunch and refreshments co-sponsored by Fehr Graham and Miller Canfield



This workshop made possible with funding provided by the US EPA



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City of Joliet, Human Resources Division

The City of Joliet is seeking a highly qualified candidate to manage the Human Resources Division and be responsible for all human resources programs, including job classification, compensation, benefits, training, selection and recruitment processes, worker's compensation, labor/employee relations and other related functions. A bachelor's degree in HR, Psychology, Public Administration, Business or related field and a minimum seven years of experience and current PHR certification are required. Salary range is \$95,000 - \$140,000 with Benefits. Application and complete job description available at Human Resources, City of Joliet, 150 W. Jefferson Street, Joliet, IL 60432 or at the website: www.cityofjoliet.info. Application deadline is 8/15/17 at 4:30 p.m., or until filled. Equal Opportunity/Reasonable Accommodation Employer

City of Fulton, City Administrator

The City of Fulton, Illinois is accepting applications for the position of City Administrator. This position provides the leadership to ensure efficient, responsible, and ethical functions of all City departments. Supervises 2 department heads with 18 employees. The city administrator must be able to establish and maintain effective work relationships with employees, city officials and the public. Directly responsible for keeping the City Council and Mayor fully advised on the City's financial condition, opportunities, needs and potential risks.

Requirements: Municipal administration experience with bachelor's degree in public administration or business management preferred. Will also accept equivalent professional and academic experience in other areas. Additional requirements include; human resource, economic and community development, capital improvement planning, and finance experience. Residency is required. Salary commensurate with experience. Full Position Description is listed on the city website: www.cityoffulton.us.

Send resume and cover letter to: Mayor Mike Ottens, 415 11th Avenue, Fulton, IL, 61252. Applications will be accepted until 3:00pm, August 4, 2017. EOE

Village of Glendale Heights, Assistant Village Administrator

The Village of Glendale Heights seeks an energetic, experienced professional to replace our retired Assistant Village Administrator.

The Village has a total budget of \$59.6 million. The Assistant Village Administrator performs high-level administrative, technical and professional work in directing and supervising economic development, risk management, human resources, as well as managing special projects. The Assistant Village Administrator will be asked to attend Village Board, committee, and association meetings as well as special events, which will require some nights and weekend hours.

The successful candidate will have a Bachelor's degree in Public Administration or other related field (Master's degree is preferred); with at least 7 years of progressively responsible local government experience that includes a minimum of five years of significant supervisory experience. Candidate must have solid knowledge of the laws, ordinances, and statutes, strong leadership, project management skills, and proficiency with computer office applications. A history of innovative thinking, union contract administration and prior position advancements are highly desirable. Candidate must have considerable knowledge of modern policies and practices of personnel administration; skill in preparing and administering a municipal budget and programs; ability to prepare, and analyze and communicate comprehensive reports in writing and verbally.

The salary range is \$107,952 - \$133,473, commensurate with qualifications and experience. The Village of Glendale Heights offers a generous health and dental benefits package to full-time employees.

This position reports to the Village Administrator and is a member of the Village Executive Staff. The Assistant Village Administrator is appointed by the Village President and confirmed by the Village Board of Trustees



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(reappointments every 4 years – coinciding with the Village President's term of office).

Selection process includes panel interview and job related testing with the top qualified candidates based on application ranking of qualifications. Final candidate must successfully complete a criminal background check, and pre-employment drug screen.

Interested candidates should submit a cover letter, salary history, resume, three work-related references and a Village of Glendale Heights employment application to:

Village of Glendale Heights
Attention: Human Resources Division
300 Civic Center Plaza
Glendale Heights, Illinois 60139

A copy of the employment application can be found on the Village's website at www.glendaleheights.org on the Career Opportunities page.

All job offers are conditional upon the satisfactory outcome of pre-employment drug testing and submission of fingerprints for a complete background investigation. Employees are required to have their permanent residency within a 15-mile radius of the Village, unless approved by the Village Administrator.

Posted: July 11, 2017. We will be accepting applications until position is filled (selection process will begin August 14, 2017). EOE

Village of Hoffman Estates, Assistant Director of Building and Code Enforcement

The Village of Hoffman Estates is seeking a motivated individual to perform a variety of duties related to the management of daily operations within the Building & Code Enforcement Division. This position reports to the Director of Planning, Building & Code Enforcement and has regular interface and collaboration with other Division Directors, staff, business owners/contractors and residents.

The successful candidate will be adept at working both independently and in a team environment. Specific duties will include: Supervising and directing staff of 14, assigning work tasks to team members, and monitoring progress for completion; evaluating work performance of immediate staff and assisting with evaluation of all subordinate inspection and administrative support staff;



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working with Director to plan, organize and coordinate operations of the Code Division; assisting Division staff with complex permit, inspection, violation, and other situations to ensure accurate and prompt customer service for residents, business owners, and others. A minimum of 4 years of related experience is required. A Bachelor's Degree in Public Administration, Community Development, Urban Planning or Building & Code Enforcement required. Applicants should possess excellent analytical, leadership and management skills.

Starting salary of \$78,999, depending on qualifications. Full benefits package, including IMRF pension.

To apply: Submit a resume and a completed employment application to:

Village of Hoffman Estates
1900 Hassell Road
Hoffman Estates, IL 60169
Phone: 847-781-2690
Email: applyhrm@hoffmanestates.org
Fax: 847-781-2699

For complete job description and to download a Village employment application, please visit the Hoffman Estates website - www.hoffmanestates.org/employment. EOE

City of Park Ridge, Finance Department, Senior Administrative Assistant

The City of Park Ridge's Finance Department is seeking qualified applicants for the full-time position of Senior Administrative Assistant, reporting to the Finance Director. Responsibilities include, but are not limited to: maintaining confidential files; developing, preparing and proof reading documents; compiling, editing and printing the annual budget document; answering and directing phone calls; scheduling; web-editing; data entry and data management; assisting with special projects; and interacting with the general public.

Minimum requirements include a Bachelor's degree and 3-4 years of related experience. Professionalism in handling confidential matters and materials is required. Must be detail-oriented and able to work in a fast-paced

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environment. Advanced knowledge of Microsoft Office products (Outlook, Word, Excel, Visio and Publisher) required. Excellent customer service skills are a must. General work hours include Monday – Friday 8:30 a.m. to 5 p.m. Position requires evening hours to attend and to take minutes for Finance Committee Meetings and Budget Workshops. Starting annual salary is \$42,199+, dependent on qualifications, plus benefits. Illinois Municipal Retirement Fund (IMRF) eligible. Position is available until filled.

Submit Application for Employment and resume to Kim Hodge, HR Generalist, via email at humanresources@parkridge.us or by U.S. Mail:

City of Park Ridge
Attn: Human Resources
505 Butler Place
Park Ridge, IL 60068
EOE M/F/D/V

Village of Oak Park, Neighborhood Services Manager, Development Customer Service Department

The Village of Oak Park is seeking qualified candidates for the position of Neighborhood Services Manager in the Development Customer Service Department. This position will coordinate assigned activities with other divisions, outside agencies and the general public; and will provide highly responsible and complex staff assistance to the Director of Development Customer Services. Applicants are encouraged to visit the Village of Oak Park's website <http://www.oak-park.us/>. Interested and qualified applicants must complete a Village of Oak Park application no later than August 7, 2017.

Village of Rantoul, Comptroller

The Village of Rantoul seeks an experienced, innovative, and dynamic professional to serve as the Comptroller. The Comptroller plans and administers the activities of the Finance, MIS, Utility Billing, and Purchasing divisions. The Comptroller manages the Village's fiscal resources,

recommends efficient and creative ways to meet an increasing demand for Village services, and must establish and maintain working relationships with subordinates, elected officials, vendors, and residents.

A Bachelor's degree in Business, Finance, Accounting or a closely related field is required, along with five years of leadership level municipal financial management experience. A Master's degree in accounting, business, or public administration or certification as a Certified Public Accountant is preferred. This position requires thorough knowledge of governmental accounting principles and practices, knowledge of the analysis and preparation of financial statements, worksheets, and reports, as well as an extensive knowledge of state and local laws pertaining to municipal financial administration.

The annual starting salary is \$90,000+, dependent on qualifications, plus a competitive benefits package. Residency within the Village's corporate limits within six months of completing the six month probationary period is required. The Village of Rantoul is an Equal Opportunity Employer, committed to providing equal opportunity in recruitment, hiring, and all other employment practices and decisions. Applications will be accepted at www.myrantoul.com. Questions can be directed to the Human Resources Manager by phone at (217) 892-6858 or by email at hr@myrantoul.com. Completed applications must be received by 5:00PM on August 15, 2017.

Village of Frankford, Village Administrator

Frankfort, IL (19,000) is a thriving, vibrant community located 32 miles southwest of Chicago. Founded in 1855, Frankfort consists of a well maintained historic residential and commercial center surrounded by modern shopping centers, upscale subdivisions and a sizeable industrial area. Frankfort was named as one of the top places to live by Chicago Magazine in 2014 and one of the top neighborhoods for 2015 by Realtor.com. In 2016, WalletHub ranked Frankfort number nine out of 162 Illinois towns under the category "Best Cities for Illinois Families". Frankfort has no bonded debt and a healthy reserve fund.

The Village is seeking a people oriented Village Administrator who will be engaged and visible in the community and who will manage the daily village operations through the department heads. The Village provides police, community development, public works, and financial services as well as water and sewer services. The Administrator is responsible for executing the policies of the Village President and six Trustees and the overall operations of a \$21 million budget through 83 full time and 15 part time employees.



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Qualified individuals will be expected to have:

- A minimum of five years' leadership experience in a comparable community.
- A bachelor's degree in public administration, business administration, public policy or related field; a master's degree will be preferred.
- Knowledge and experience of modern management concepts. A working knowledge of each department's functions. Candidates with HR experience will be preferred
- Excellent interpersonal and oral and written communication skills.

Salary based upon experience and qualifications. Residency is required. Apply with résumé, cover letter, salary history and contact information for five professional references by September 5, 2017 to Jim Holland, Village President, 432 W. Nebraska Street, Frankfort, IL 60423, TEL: 815/469-2177 or email: jholland@vofil.com.EOE

Village of Round Lake Beach, Public Works Superintendent
The Village of Round Lake Beach Public Works Superintendent is hired by and reports to the Director of Public Works. The Village maintains over 80 miles of road and water main and 70 miles of various sized sanitary. The Village's Water Division pumps approximately 1.8 million gallons to over 8,300 accounts utilizing two elevated storage tanks and ground storage. Round Lake Beach is one of the charter members of Central Lake County Joint Action Water Agency (CLCJAWA) for Lake Michigan water supply. The Public Works Superintendent performs complex supervisory, administrative and professional

-work in planning, organizing, directing, and supervising the operations of the Public Works Department. This position supervises maintenance and technical staff as assigned. This position requires 2 years' previous public works, project management or engineering experience and a 2-year college degree or higher. This position must have the ability to and maintain a Commercial Driver's License and an ILEPA certified Water Supply Operator certification of Class C within 6 months of employment. Salary \$75,000+/- DOQ.

All potential employees must successfully pass a background investigation, and IDOT regulated pre - employment physical and drug and alcohol screen. Resumes and 3 business references can be submitted to: Human Resources
Village of Round Lake Beach
1937 Municipal Way
Round Lake Beach, IL 60073
or emailed to: hr@rlbeach.org

City of Freeport, Finance Director

Freeport is 25 miles west of Rockford, 20 miles south of the Wisconsin border, and easily accessible to major metropolitan areas in every direction. Site of an 1858 Lincoln-Douglas debate, known for more than 150 years as "Pretzel City" and home to several Fortune 500 companies, Freeport combines history and progress in an area offering both urban and rural living. The City has a 2017 annual budget of \$47 million dollars spread out over 8 departments and 190 full-time and 30 part-time employees, is rated A by Standard & Poor's. The Finance Director reports to the City Manager. The Finance Director is an integral part of the executive management team participating in key decisions regarding capital planning and economic development, collective bargaining, long and short term revenue and expenditure strategies, budget development and administration, and all policies affecting the overall fiscal health of the City. Candidates must have a bachelor's degree in finance, accounting, business administration or a related field and 8 years of progressively responsible professional




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For information contact:
Jim Bilotta
JPBilotta@aquaaamerica.com
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experience as described in the position description. A CPA is preferred. The successful candidate will be a highly collaborative, experienced executive with a proven track record in fiscal management, with the ability to work closely with department heads on the City's financial strategies. Freeport offers a competitive benefits' package and is an Equal Opportunity Employer. Salary: 78,000-100,000 DOQ . If interested, please email resume to the City HR Manager at dmilliman@cityoffreeport.org.

Village of Deerfield, Communications Specialist

The Village of Deerfield, Illinois (Pop. 18,500) seeks applicants for the full-time position of Communications Specialist. Under the direction of the Assistant Village Manager, the Communication Specialist will be responsible for conveying effective communications, internally and externally, related to Village operations, services, programs, policy decisions, community/special events and other related information. The individual will actively conduct information scans, assess the accuracy and reliability of information, engage in rapid response updates and messaging, and plan and promote a variety of community and special events. The Communications Specialist will also serve as an information resource to departments and assist with their information, outreach and communication needs, and answer information requests from the news media and public as needed.

A bachelor's degree in Communications, Public Relations, Marketing, Journalism or Public Administration with 2-5 years of related work experience is preferred. An equivalent combination of related experience and education may be considered. Salary range is \$53,389 – 62,811, depending on qualifications and experience. An excellent benefits package including Health, Dental and IMRF is also offered. For additional information and application, visit the Village's website at www.deerfield.il.us. Interested candidates should submit an application with three professional references, resume and letter of interest via the Village's website or direct email to dvanthorre@deerfield.il.us. The recruitment for this position will remain open until the position is filled, with a first review of resumes starting August 7, 2017 EOE

Village of Libertyville, Facility Manager

GovHR USA is pleased to announce the recruitment of candidates and selection process for the position of Facility Manager for the Village of Libertyville. The position offers a mix of administrative and routine maintenance duties and is ideal for a person with a good working knowledge of building systems who embraces a "roll up the sleeves" approach to the job.



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About the Community

Libertyville (pop. 20,315) is a charming, vibrant community with a thriving downtown and excellent schools strategically located in Lake County, just 7 miles west of Lake Michigan and 37 miles north of Chicago. This highly regarded Village provides its residents and visitors with an abundance of recreational, dining, shopping and entertainment opportunities. A family oriented community, residents enjoy high quality municipal services, beautiful parks and open spaces and a variety of recreational options. Libertyville is a politically stable, fiscally strong community with a \$60 million total budget and 162 full time and 200 part-time employees. Libertyville is a full service non-home rule community providing, police, fire, public works (including wastewater treatment), community development, finance and recreation.

The Facility Manager will report to the Deputy Director of Public Works. Key position responsibilities include the following:

- Plans, develops, implements, promotes and directs maintenance operations for Village buildings and property.
- Manages budget and operations of the facilities to meet Village budgeted financial goals.
- Prepares material, labor, and cost estimates for projects.
- Performs routine and light maintenance as needed.
- Prepares specifications for and monitors work done by private contractors.
- Prepares and maintains a preventative schedule on all heating, air conditioning, ventilation, and refrigeration units.
- Supervises the Village's custodial services and assesses the quality of work.

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- Conducts health and safety checks on facilities and equipment; composes safety reports; composes cleaning checklists; ensures proper repairs as required.
- Maintains appropriate inventory and related records.

Qualified individuals will possess a high school diploma and minimum of three years experience in building maintenance. An Associate Degree is preferred. Top tier candidates will have some municipal facility management experience, and a solid understanding of HVAC and electrical systems. Candidates with equivalent training and work experience are encouraged to apply.

The starting salary is \$90,000 +/- DOQ. A comprehensive benefit package includes health insurance including medical, dental, and vision coverage (also available to dependents), life insurance and participation in a pension program. The Village also offers paid vacation, holidays, personal days and sick time. The Village will consider applicants, such as IMRF pensioners, who prefer a contract arrangement.

Candidates should apply with a resume, cover letter, and contact information for three professional references. Electronic submission required. First review of candidates will occur on August 11, 2017.

For Questions Contact:

Mike Earl, Senior Vice President, GovHR USA at (224) 261-8366 or mearl@govhrusa.com

Mysi DeSantis, Human Resources Generalist, GovHR USA at (847) 380-3169 or mdesantis@govhrusa.com

Village of Libertyville, Village Engineer

GovHR USA is pleased to announce the recruitment of candidates and selection process for the position of Village Engineer for the Village of Libertyville. The position is ideal for an engineering professional seeking the opportunity to contribute and gain experience in a professionally managed organization.

About the Community

Libertyville (pop. 20,315) is a charming, vibrant community with a thriving downtown and excellent schools strategically located in Lake County, just 7 miles west of Lake Michigan and 37 miles north of Chicago. This highly regarded Village provides its residents and visitors with an abundance of recreational, dining, shopping and entertainment opportunities. A family oriented community, residents enjoy high quality municipal services, beautiful parks and open spaces and a variety of recreational

options. Libertyville is a politically stable, fiscally strong community with a \$60 million total budget and 162 full time and 200 part-time employees. Libertyville is a full service non-home rule community providing, police, fire, public works (including wastewater treatment), community development, finance and recreation.

The Engineering Division is responsible for recommending improvements, providing cost estimates, preparing plans and supervising the construction of public works projects to improve the Village infrastructure systems. The Division also reviews plans for private development and construction inspection.

Position Responsibilities and Requirements

The position reports directly to the Director of Public Works, who is a certified PE and CFM. Key position responsibilities include the following:

- Oversees engineering design plans and specifications, manages the competitive bidding process and contract award for capital improvement and annual infrastructure rehabilitation projects.
- Prepares RFPs and contract specifications for design and engineering services; participates in the selection of consultants, engineers and contractors; administers professional service contracts; negotiates service parameters and fees as required.
- Supervises the work of two positions: Project Engineer and Engineering Technician.
- Reviews and approves plans and improvement guarantees for private development projects; coordinates efforts with other departments/agencies; attends meetings and provides input as needed.
- Oversees the investigation of drainage and construction related complaints from residents and other property owners; attends meetings to resolve issues as required.
- Confers with, and responds to inquiries from developers, engineers, architects, contractors, property owners and others to give information regarding projects,



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Village utilities, floodplain requirements, etc.

- Attends evening meetings of the Village Board, Plan Commission and other Committees as required.
- Coordinates with the Lake County Council of Mayors in order to obtain available Federal Funding for eligible roadway and bridge rehabilitation projects.
- Ensures that public infrastructure and private development projects adhere to the Village's stormwater management guidelines and the County's Watershed Development Ordinance.
- Directs the implementation of an outsourced geographical information system.

Qualified individuals will possess a bachelor's degree in civil engineering and minimum five years of municipal engineering experience in project management, GIS and design review; and an Illinois Professional Engineer License. Master's Degree is preferred. Top tier candidates will have 5-6 years municipal engineering experience, including a minimum of 2 years supervisory experience, and a solid understanding of wastewater systems and drainage plans. Candidates with equivalent training and work experience are encouraged to apply.

-The starting salary is \$100,000 +/- DOQ. A comprehensive benefit package includes health insurance including medical, dental, and vision coverage, life insurance and participation in the Illinois Municipal Retirement Fund pension program. The Village also offers paid vacation, holidays, personal days and sick time.

-Candidates should apply with a resume, cover letter, and contact information for three professional references. Electronic submissions required. First review of candidates will occur on August 11, 2017.

For Questions Contact:

Mike Earl, Senior Vice President, GovHR USA at (224) 261-8366 or mearl@govhrusa.com

Mysi DeSantis, Human Resources Generalist, GovHR USA at (847) 380-3169 or mdesantis@govhrusa.com

County Administrator, Kendall County

The County is seeking a collaborative, transparent, energetic professional with excellent communication skills and with a strong financial background. Successful candidates will have a team-oriented management style; a vision for strategic growth; and a commitment to efficient and effective service delivery within a model workplace.



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The County Administrator is appointed by a ten (10) member County Board, each representing one of two districts, serving two (2) year terms.

The County Administrator manages and provides oversight of Kendall County departments, committees, legislative and fiscal matters. The County Administrator acts as the Kendall County Board's liaison regarding the coordination and management of policy initiatives, operational issues and strategic plan within the daily operations of the County. The Kendall County Board provides administrative direction to the County Administrator.

The County Administrator oversees the departments of: Administrative Services, Technology, Facilities, Planning, Building and Zoning, and Animal Control. They supervise 26.5 FTE personnel.

A minimum of a Bachelor's Degree from an accredited college or university is required. A Master's Degree from an accredited college or university with major course work in public administration, business administration, public finance, accounting, or related fields, or equivalent work experience is preferred. A minimum of seven years of increasing responsible professional experience in public or business administration, including at least four years in a management position, is preferred.

Salary based upon experience and qualifications. Apply with cover letter, resume, five professional references, application, and salary history by September 4, 2017 to Debbie Gillette, Kendall County Clerk, 111 West Fox Street, Yorkville, IL 60560, or email: Web_Email_County_Clerk@co.kendall.il.us with COUNTY ADMINISTRATOR APPLICATION in the subject. Please see the county's website for full job description and application at <http://www.co.kendall.il.us/employment/> EOE

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ILGNet is now ILCMA Community Resource Network



The communication tool for ILCMA and IAMMA has been updated. If you already subscribe to ILGNet you don't need to do anything to continue utilizing this tool. If you haven't joined you should know that this system is the web portal for knowledge and communication sharing for ILCMA and IAMMA members. ILCMA Community Resource Network 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 emailed question

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