



City/County Management in ILLINOIS

Strengthening the quality of local governance through professional management



Pamela Perry accepted the Robert B. Morris Lifetime Achievement Award on behalf of her husband John Perry who was awarded this great honor at the ILCMA Summer Conference in June at Eagle Ridge Resort in Galena, IL.

More Summer Conference photos on page 13

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PRESIDENT'S COLUMN

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

It is an honor to serve as ILCMA President for 2009-2010. First, I would like to thank Patrick Ulrich for his leadership as ILCMA President last year. Patrick did a fantastic job during the same time period that the State of Illinois was plagued with ethical issues as well as difficult local government elections last spring. Hopefully, 2010 will bring about a more positive environment for local government management.

The ILCMA Board conducted a Board Orientation session after the Summer Conference in June. Aside from orienting the new Board to ILCMA policies and procedures, the board and committee chairs brainstormed the issues that ILCMA and professional local government are facing in the new economy. With that in mind, committee chairs were asked to develop goals and a work plan for this year.

Two areas of focus include the current state of the local government management profession in Illinois as a result of recent elections as well as attempting to increase the visibility of ILCMA with elected officials at the state level. Past President Ulrich has made this latter issue his mission over the next year.

As a result of the discussion, the Promote the Profession Committee has come up with four areas of focus for the upcoming year: 1) Amplify awareness of professional management to elected officials by increasing exposure to the profession through various COGs (such as the IML) through development of articles and educational sessions that highlight the importance of professional management; 2) Amplify awareness of professional management to our communities by developing a "how to" manual to highlight ways that managers can subtly or directly reinforce the importance of professional management through various means (civic organizations, new resident packets, etc.); 3) Work with ICMA as they develop their new marketing plan and modify the plan as necessary to fit ILCMA's needs; and 4) Work toward the success of IAMMA's efforts toward promoting the profession to the next generation by encouraging ILCMA members to support and participate in college job fair events, acting as college liaisons, and speaking to local schools about the city management.

The Membership Services Committee will undertake the biannual member survey this upcoming year. I encourage all of you to participate when the time comes as this survey is instrumental in providing feedback about the direction of ILCMA! The Committee will also focus again on membership, both retention and new members, as well as assist ICMA with brand support. The Committee will once again implement the NFBPA/ILCMA mentoring program and will be looking for mentors and protégés in the near future.

The Professional Development Committee will work to deliver high quality educational sessions to the ILCMA membership. This year we are implementing webinars through the Alliance for Innovation partnership. Our goal is to reach more members across the entire state of Illinois at a reasonable cost.

Other committees are busy preparing their work plans as well. The conference committees will be meeting in late summer and early fall to start planning for the Winter and Summer conferences. If you know of any topics or great keynotes that would be well received at either conference please contact either Dawn Peters, executive director, or one of the conference chairs (Juliana Maller, Winter Conference; Bob Irvin, Summer Conference).

I'd like to close by saying thank you to all of you who serve the local government management profession! We are instrumental in the delivery of efficient and effective local government management services and certainly increase the quality of life for our citizens! I encourage you to reach out to those managers and administrators who are new in your area and inform them of the benefits of belonging to ILCMA and ICMA while educating them about the ICMA Code of Ethics under which we serve!

I look forward to working for all of you over the next year!

Jim Norris
Village Manager, Hoffman Estates
847-781-2601 jim.norris@hoffmanestates.org

WHO'S WHO DIRECTORY UPDATE

Katy Rush has been appointed as the Village Administrator in Woodridge. Her new contact information is below:

Katy Rush, Village Administrator
Village of Woodridge
5 Plaza Dr.
Woodridge, IL 60517
Phone: 630-719-4707
Fax: 630-719-0021
krush@vil.woodridge.il.us

The Village Board of Wilmette has announced they will appoint **Timothy J. Frenzer** as Village Manager. Mr. Frenzer, the Village's Corporation Counsel, has been serving as Interim Village Manager since November 2008.

Karl Warwick, formerly the Assistant to the Village Manager in Grayslake, is the new Assistant Village Administrator in the Village of Lindenhurst. His new contact information is below:

Karl Warwick, Assistant Village Administrator
Village of Lindenhurst
2301 E. Sand Lake Road
Lindenhurst, IL 60046
Phone: 847.356.8252
Fax: 847.356.8270
kwarwick@lindenhurstil.org

Curt Barrett, formerly the Deputy Village Manager in Glen Ellyn, has been appointed as the new Village Manager in Winfield. Curt's new contact information is:

Curt Barrett, Village Manager
Village of Winfield
27W465 Jewell Road
Winfield, IL 60190
Phone: (630)933-7115
Fax: (630)665-1767
CBarrett@villageofwinfield.com

Brett Krysak has been appointed as the Management Assistant in Grayslake. His new contact information is below:

Brett Kryska
Village of Grayslake
10 South Seymour Avenue
Grayslake IL 60030
847-223-8515
847-223-4821
bkryska@villageofgrayslake.com

CALENDAR OF EVENTS

For complete details on events please visit the ILCMA calendar at www.ilcma.org/currentevents.aspx

August 12, 2009

IAMMA Luncheon
Buca di Beppo
Lombard, IL

August 20 – 21, 2009

Downstate/SWICMA Summer Meeting
O'Fallon, IL

September 9, 2009

IAMMA Luncheon
Shanahan's
Woodridge, IL

September 12 – 16, 2009

ICMA Conference
Montreal, Canada

September 24 – 26, 2009

IML Conference
Chicago, IL

October 1, 2009

ILCMA/Alliance for Innovation
Webinar

WELCOME NEW MEMBERS

Jim Bilotta, AQUA Illinois, Inc.

Matthew W. Fick, Village of Peoria Heights

Hope Garrett, Village of Westchester

Walter F. Lindberg, McLean County

Steven Magnusen, Gewalt Hamilton Associates, Inc.

Sue Messer, City of Rochelle

Kenneth Oliven

Bruce L. Shrake, Gewalt Hamilton Associates, Inc.

Julie Strahl, Sikich LLP

Kevin Timony, Village of Grayslake

John S. Weidl, Village of Lake Zurich

Erin Willrett, Village of Elburn

ILCMA BOARD APPROVES PARTNERSHIP WITH ILLINOIS PUBLIC SERVICE INSTITUTE

At the ILCMA Board Meeting in May, the Board approved becoming a partner with the Illinois Public Service Institute (IPSI). The IPSI Board of Advisors invited ILCMA to become a partner in their ongoing effort to provide leadership and supervisory training for public works professionals in Illinois. IPSI is a three-year training program which provides instruction expressly designed for public service professionals. The course is divided into three one-week sessions (one week each year) focusing on training in public service, personal growth and professional development. For the past seven years IPSI has provided top quality instruction on public works management and leadership at a cost that is very reasonable. The program consistently draws public works professionals from across the state. Last year they exceeded their cap of 150 participants.

The IPSI Advisory board felt that partnering with ILCMA will benefit public works professionals. The thoughts and ideas of city and county managers on the IPSI program will enrich their continuing efforts to provide an excellent program of instruction. ILCMA will have a representative from the Board who will participate on the Advisory Board of IPSI. The Advisory Board meets two – three times per year to plan their yearly event.

Other partners include American Public Works Association, Illinois and Chicago Metro Chapters (primary partners), Illinois Municipal League, Southern Illinois University Edwardsville, Illinois Section American Water Works Association and the Illinois Environmental Water Association. Additionally, they anticipate that the Division of Public Administration at NIU will be joining the consortium in the near future.

MEMBERSHIP DUES NOTICES

Dues notices have been mailed out to the address on your membership record. If you have not received your renewal statement, please contact Tami Bombich at tbombich@niu.edu as soon as possible to update your records.

Misplaced your renewal form? The renewal form is available online for printing. Please submit both pages of your renewal form with your membership dues as soon as possible.

UIC ANNOUNCES

E-GOVERNMENT ONLINE CERTIFICATE PROGRAM

Make effective use of government technology to achieve results with UIC's e-Government online certificate program. This certificate is earned upon successful completion of three (of five available) courses. Depending on how you tailor the program, you will gain an understanding of how new technologies impact the organization, general and project management practices, geographic information systems (GIS), database management and Web design, and technology policies. Participants will receive graduate credit for the courses successfully completed.

Contact: egov@uic.edu, (312) 355-0423

Web site: www.egovernment.uic.edu

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

ILLINOIS CITY/COUNTY MANAGEMENT ASSOCIATION PRESENTS ANNUAL AWARDS

At its annual conference held June 10-12, 2009 the Illinois City/County Management Association (ILCMA) honored John Perry with its Robert B. Morris Lifetime Achievement Award and presented Peter Burchard and John Novinson with Special Service Awards.

The Robert B. Morris Achievement Award is presented to a retired individual who has served no less than 15 years in local government, at least eight of those in Illinois. ILCMA looks for candidates who have made significant contributions beyond their own communities, e.g. through service to the associations and the profession. John Perry, the recipient of this year's award, retired on April 10, 2009 after serving for 37 years in the local government profession. John's long and distinguished career includes being an ICMA Credentialed Manager since September 2002. A member of the association since 1972; he was presented with a 35 year Service Award in 2007. His history of serving professional associations includes recently serving as the President of the Illinois City/County Management Association (ILCMA) during 2006-2007 and serving on the ILCMA Board in various positions of leadership since 2001. During his tenure in Woodridge, he worked in various leadership capacities with the DuPage Mayors and Managers Council of Governments including as a member of the Board of Directors, Chairperson of the Planning Committee, and Secretary-Treasurer. He is a two-time recipient of the DuPage Mayors & Managers Intergovernmental Cooperation Award.

John was also a founding member of the Illinois Public Employer Labor Relations Association (IPELRA), which provides local governments throughout the state with assistance in the areas of labor and employee relations. He has served as the Chairperson of the Intergovernmental Risk Management Agency which provides service to communities in managing their property/casualty/workers compensation claims and comprehensive risk management programs. The agency services 75 local municipalities and special districts. John is also the recipient of the Illinois Association of Municipal Management Assistants (IAMMA) Outstanding Manager Award. John served the Village of Woodridge for 20 years and prior to that the Village of Park Forest for 17 years.

In addition to the Robert B. Morris Lifetime Achievement Award, two individuals received recognition for special service. The first Special Service Award was given to Peter Burchard who resigned from the city of Naperville as city manager in late 2007. Peter was awarded the Service to the

Profession award. Peter worked for almost 29 years in various capacities in three different Illinois communities. He was constantly speaking with aspiring public management candidates to offer advice and thoughtful hints as to what the profession holds for them. He also participated on the Board of Advisors to the NIU MPA program. He spoke to classes filled with future public administrators and encouraged them to challenge themselves to do the right thing and not just take the easy way out when it came to difficult decision. He was actively involved in organizing successful efforts to bring NIU satellite campuses to both Hoffman Estates and Naperville. Peter also embraced innovative practices in local government management and was active in the Innovations Group, now the Alliance for Innovation. The purpose for the Alliance for Innovation is to transform local government and advance community excellence through the discovery and application of leading ideas and practices. Peter strongly believed that it was through the development of best practices and then the sharing of these practices that local governments became stronger.

The second Special Service Award was presented to John Novinson, retired Village Manager, Village of Northbrook, for Special Service to the Association. John was instrumental in organizing a letter and phone campaign to mobilize ILCMA member contributions to the ICMA Fund for Professional Management. The ICMA Fund for Professional Management is committed to educating students and citizens alike about the role and benefits of professional local government management. Established in 1985, the ICMA Fund has supported communities as they organized to adopt or retain council/manager form of government and professional management, as well as broader civic education initiatives such as statewide civic education textbooks for students. Over 40 ILCMA members became new contributors to the ICMA Fund (the association matched those new dollars) and nearly 60 existing donors meant that ICMA members and ILCMA contributed over \$14,000 to support the Fund.

THE COMMUNICATION TOOL FOR ILCMA & IAMMA

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

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

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



ILCMA ANNOUNCES 2009-2010 BOARD

At the Illinois City/County Management Association Annual Meeting on June 11, 2009 held in conjunction with the ILCMA's Summer Conference in Galena IL, the election results for new officers and directors were announced. Serving the association during 2009-2010 will be:

President

James Norris
Village Manager
Hoffman Estates

President-Elect

Bob Irvin
Village Manager
Lincolnshire

Vice-President

Juliana Maller
Deputy City Manager
Park Ridge

Secretary-Treasurer

David Nord
Village Administrator
Cherry Valley

Immediate Past-President

Patrick Urich
County Administrator
Peoria County

Board Members

Mark Franz
Village Manager
Homewood

Bill Dixon
Village Manager
Arlington Heights

Thomas Christie
City Manager
Salem

Susan McLaughlin
In Transition

Julia Cedillo
Assistant Village Manager
LaGrange Park

Joe Breinig
Village Manager
Carol Stream

Lew Steinbrecher
City Administrator
Moline

Peter Austin
County Administrator
McHenry County

Walter Denton
City Administrator
O'Fallon



Have you paid your 2009-10 dues yet? If not, please send your dues form in today so that you can be included in the Who's Who Directory! Forms can be downloaded on the ILCMA website at <http://www.ilcma.org>



CORPORATE PARTNER SPOTLIGHT

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

Green and beyond: The increasingly critical need for ongoing professional IT service management and support.

Submitted by management and staff of Current Technologies Corporation, an ILCMA Corporate Partner.

As private business and manufacturing, municipalities, public education facilities and other institutions now realize, going green is no longer just a consumer concern. With the creation of new government regulations aimed at protecting the environment, and the changing economic conditions throughout the world, it has become increasingly difficult for companies to make the changes demanded by both environmental and economic forces in the marketplace.

What can an organization do, to not just survive, but to flourish? We believe that professionally managed IT services represent a strategically sound way to go green while strengthening overall company performance.

In this article we will discuss the benefits both environmentally and business-wise of Managed Services available, including 24/7 remote network monitoring, regularly scheduled onsite IT system maintenance visits, data backup, server management and virtualization, and fully managed IT infrastructure (including managed encryption services and end-user Help Desk support).

Tangible business and operational benefits

We have all heard about how managed services can save money while protecting the environment. Additionally, trade news publications, web sites and periodicals state over and over that we all must cut corners today to maximize profitability. Let's take a minute to review what we see as some of the tangible business benefits Managed IT Services can provide:

- Cost efficiencies including lower staff requirements resulting from

unlimited remote support provided to end-users

- Reduced issue resolution times due to immediate response capabilities of the services provider
- Easier budgeting and greater predictability of annual IT costs with a provider's flat fee in place
- Decreased system downtime resulting directly from proactive service management and monitoring tools
- A high level of service and accountability ensured by trouble ticket and tracking tools employed by the provider
- Single point-of-contact convenience for server and application management as a result of managed hosting

Why it pays to be "green"

Businesses, government agencies and institutions all realize that by reducing energy use and employing innovative new products and services to meet environmental needs, they can not only increase profitability in a variety of ways, as discussed above, but their efforts can establish or reinforce the organization's reputation as a socially responsible and environmentally friendly entity – and that can be an important competitive differentiator in today's marketplace.

As a result of working with an experienced Managed Services provider, an organization can improve its environmental practices in several areas, including realization of:

- Decreases in greenhouse gases
- Savings on transportation costs
- Lower fuel energy expenditures
- Increased workforce productivity

The goal for your organization should be to work with a Managed Services provider

that offers an alternative to the traditional onsite consulting model – one that is less expensive, delivers faster results and is more environmentally sound.

Because much of the consultant's work is done by remote monitoring, without traveling to your company, a significant number of the consultant's hours are eliminated, saving your company money. And because of the reduced travel resulting from these remote services, harmful greenhouse gases are eliminated as well as costs.

Virtualization

Another way an organization can save and be eco-friendly is by improving its virtualization technology. As "Green IT" grows in importance, not only does server virtualization make financial sense, it also demonstrates your organization's commitment to reducing its environmental impact.

Benefits include:

- Increased server utilization
- Decreased space requirements
- Reduced waste
- Energy savings, including a decrease in electricity usage

Virtualization allows a physical server to run more than one operating system at a time, decreasing the number of physical servers needed as well as the amount of energy used in running the servers and cooling the room. Plus, e-waste is slashed as a result of having fewer servers to be replaced and recycled in the future.

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CURRENT TECHNOLOGIES

- IT Services
- Surveillance
- Voice & Data

400 Eisenhower Lane North
Lombard, IL 60148
Main: 630.388.0240
Fax: 630.388.0241
currenttech.net

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Energy consumption is a critical issue for IT organizations today, for several reasons. Computing equipment has become increasingly dense. Energy costs are on the rise and many data centers simply lack the power or space that the increasing demands IT services require.

Consequently, many IT organizations are looking for solutions that help them to reduce their energy costs and consumption rates while, at the very least, maintaining service levels and responsiveness to business demands.

Virtualization innovations provide tremendous energy benefits and a lifeline to data centers that are running low on capacity and high on power and cooling costs. Plus, every server that is virtualized can save around 7,000 kWh of electricity and 4 tons of carbon dioxide emissions per year.

Count the number of servers in your organization that could be virtualized using server virtualization and you can see the potential for significantly reducing your carbon footprint, and your IT costs.

An experienced Managed Services

consultant can help you evaluate your company's specific needs and determine specifically the savings and eco-benefits offered by virtualization and other Managed Services strategies.

For more information on how Managed Services can help your organization, including what deliverables you should expect when working with a qualified consultant, the process involved and general pricing you can expect, contact Frank Shoemaker at Current Technologies Corporation, 630-388-0240, fshoemaker@currenttech.net.

2009-2010 AFFILIATE BOARDS

IAMMA Board of Directors

President – **Julia Cedillo**, Woodridge

President Elect – **Kelly Amidei**, Libertyville

Past President – **Blaine Wing**, Oak Brook

Treasurer - **Steve Tilton**, Tinley Park

Board Members:

Leisa Niemotka, Buffalo Grove

Phil Kiraly, Northbrook

Scott Sorrel, Peoria County

Metro Managers Board of Directors

President – **Joe Breinig**, Carol Stream

1st Vice President – **David Lothspeich**, Long Grove

2nd Vice President – **Tim Wiberg**, Lincolnwood

Secretary/Treasurer – **Barry Burton**, Lake County

Past President - **Robert Bahan**, Clarendon Hills

Board Members:

Scott Niehaus, Tinley Park

Mark Franz, Homewood

Ray Rummel, Elk Grove Village

Gerald Sagona, Lake in the Hills

John Coakley, Warrenville

Denise Pieroni, MIT

Stacy Sigman, Northfield

Downstate Managers Board of Directors

President – **Lew Steinbrecher**, Moline

Vice President - **Austin Edmondson, Jr.**, Forsyth

Secretary-Treasurer – **Jeff Fiegenschuh**, Princeton

Southwest Illinois City Management Association

President – **Walter Denton**, O'Fallon

Vice President – **Mark Latham**, Highland Park

Secretary/Treasurer – **Pamala Funk**, O'Fallon

IACA Board of Directors

President – **Peter Austin**, McHenry County

President Elect -

Treasurer – **Scott Sorrel**, Peoria County

Secretary – **Deb Busey**, Champaign County

Past President – **Scott Sorrel**, Peoria County



**IML MANAGERS
MONTHLY COLUMN
2009 Spring Session
Legislative Recap**

By: Joe McCoy, Senior Legislative Advocate, Illinois Municipal League and Walter Denton, City Administrator, City of O'Fallon

This year's legislative session was unusual to say the least. It is not every year that a sitting governor is impeached and removed from office. Governor Blagojevich's departure, along with leadership changes in the State Senate, caused a seismic shift in the political environment that many hoped would lead to an efficient and productive session.

Alas, that was not to be. This article was meant to be a legislative recap, but at the time of this writing a budget has yet to be approved and the capital bill is being held up. Nevertheless, here is a summary of what we know and what we think we know.

Municipal governments did quite well in what proved to be a difficult and still unresolved spring legislative session. These achievements might be obscured, however, by some of the more dramatic developments that occurred in the State House.

After spending several months trying and removing an embattled governor, the 2009 spring legislative session concluded with significant unfinished business that all but guarantees that the General Assembly will need to come back to Springfield to undertake some heavy lifting.

State Budget Impasse

A budget deficit estimated by some to be as much as \$12 billion dollars is the proverbial elephant in the room that still remains a vexing problem for State leaders. The process of approving the State budget is of critical importance to municipal governments because of the need to monitor and protect the 10% local government share of the State income tax. Over the last several days of the spring session, the General Assembly considered three different proposals to begin closing the massive budget hole.

The first revenue proposal included an

increase in the State income tax rate for individuals from 3% to 5%, an increase in the corporate income tax rate from 4.8% to 7.2%, and an expansion of the State sales tax base. The bill was estimated to generate \$5.6 billion in annual revenue after providing almost \$1 billion in additional tax credits and exemptions. The bill retained the 10% local government share of the State income tax (LGDF), but would have transferred \$250 million from LGDF to the Common School Fund in FY2010. Revenue analysts estimated that the expansion of the sales tax base would offset the \$250 million loss in state-shared income tax proceeds to local governments. The revenue legislation was narrowly approved in the Senate by a vote of 31-27, but never called for a vote in the House to concur in the Senate amendments.

The second revenue proposal included an increase in the State income tax rate for individuals from 3% to 4.5%, an increase in the corporate income tax rate from 4.8% to 7.2%, and an expansion of the Earned Income Tax Credit. The bill was expected to raise \$4.1 billion in annual revenue while protecting the 10% local government share. The bill failed to garner enough votes on the House floor (42-74).

The third option, which was approved by both chambers, included a package of appropriation bills that established FY2010 spending at approximately 50% of the previous year's expenditures. Governor Quinn has indicated an unwillingness to sign these significant spending reductions into law.

It remains anyone's guess as to how State leaders will resolve this seeming impasse over the budget.

Capital Infrastructure Program Approved...And Held Back

The good news is that the General Assembly succeeded in passing a \$29 billion capital infrastructure package. The bad news is that the fate of the capital plan is now intermingled with the budget impasse. The General Assembly wants Governor Quinn to sign the capital program into law. Governor Quinn indicated an unwillingness to do

so until the General Assembly sends him a comprehensive solution to the State budget. The House sponsor of the capital package filed a procedural motion to prevent the bills from advancing to the Governor until the Governor indicates that he will sign the bills into law. In the meantime, local governments await critical infrastructure money with much anticipation.

Freedom of Information Act Undergoes Significant Changes

During the last week of the Legislative Session, the General Assembly pushed through sweeping changes to the State's sunshine laws. Senate Bill 189 is an initiative of the Illinois Attorney General in conjunction with the Illinois Press Association and various "good government" groups. Throughout the drafting process, the Illinois Municipal League voiced a number of concerns and requested numerous changes in this bill. While months of long work produced a bill that is much improved over the original draft, the IML still maintains serious concerns. The content of SB 189 is substantial and will require a careful reading and understanding by all public bodies. The IML has published an analysis of the bill at www.iml.org.

Three IML Initiatives Approved

The following IML initiatives were approved by both chambers:

- HB 471 allows non-home rule municipalities to impose a hotel/motel "use" tax in lieu of the existing occupation tax;
- HB 719 requires the Secretary of State to certify a partial census conducted by a municipality; and
- HB 2451 provides for a uniform method of filing a lien to recover the costs of removing specified nuisances.

Municipalities Win Several Key Battles...For Now

If one believes the adage that defense wins championships, then it turned out to be a good spring for municipal governments with regard to the following bills:



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- SB 43 would have required that the prevailing wage be paid for ALL projects, public or private, within an Enterprise Zone (remains in House);
- SB 2072 would have made police and firefighter manning levels a mandatory subject of collective bargaining (remains in House);
- SB 138 would have created a statewide building code, but was amended to preserve local control (sent to Governor);
- HB 923 would have allowed firefighters to become eligible for special risk-level duty disability benefits for injuries sustained while performing ANY task assigned by a supervisor (defeated in committee);
- HB 650 would have allowed older, retired firefighters to rejoin the municipal group health insurance plan years after retirement and after becoming much more expensive to insure (held in sub-committee);
- HB 2540 would have increased the pensions of police officers who had already retired on disability (held in sub-committee);
- HB 3840 would have forced municipalities to reinstate a police officer coming off of a disability even if there was no longer a vacant position available (defeated in committee);
- HB 2465 would have allowed police officers to hold municipal office while remaining employed as a police officer in the same municipality (held in committee).

The IML will be publishing a comprehensive document listing each bill approved by the General Assembly that is of interest to municipal governments. The document will be available at www.iml.org.

The IML City Managers Committee has been working with IML staff to provide feedback and support throughout the legislative session. Considering the amount of lobbyists and money flowing through the legislative process, it is a challenge for local government's voice to be heard. While we all get immersed in the day-to-day activities of our respective cities, it is important to be engaged in state legislative activities because the decisions can have a profound effect on our operations.

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

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

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

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

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

Managers in Transition who agreed to publicize their information:

| | | |
|----------------------------|--|--------------|
| Richard Saks | gandalforever@comcast.net | 708-839-0076 |
| Sue McLaughlin | imanagectz@yahoo.com | 630-885-2716 |
| Motiryo Keambiroiro | Njeri@speakeasy.net | 708-720-2269 |
| Craig Whitehead | dcwmgr22@aol.com | 309-589-0385 |
| Mark Masciola | Mcmmln@aol.com | 630-837-6594 |
| Sheryl Puracchio | spuracchio@gmail.com | 815-931-8672 |
| Aimee Ingalls | ingalls345@comcast.net | 815-592-6090 |



CORPORATE PARTNER SPOTLIGHT

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

Economic Budget Crunch: Is It Shaking Your Staff, Level of Services, and Future Plan for Growth?

By *Thomas M. Tristano, AIA, President, Williams Construction Management*

The consequences of the current economic climate have touched every industry and have even impacted governmental entities. Significant changes have occurred in many areas this past year and are likely to continue, with many of us experiencing new processes for delivering services in the coming years. The news reports that workers feel overwhelmed by management, their workload or union contract negotiations. But even in the face of these challenges, the pressure still exists to produce quality products and services that are better than the previous year. This puts managers and leaders in a position of inspiring employees to produce more with less while still maintaining a high level of service. In this environment of reduced budgets, downsizing and hiring freezes, how are leaders and managers to respond?

I believe that continued leadership development is key, and it is more important today due to economic challenges. As leaders, our responsibilities are to train, inspire and challenge our team members to grow and contribute more to the team. I have read: "Weak leaders equal weak organizations. Strong leaders equal strong organizations. Everything rises and falls on leadership." Leadership is key to any organization and I am beginning to understand that when I look outside of myself and realize that our people are our greatest asset, then the team grows and the ability to accomplish more is possible. This may sound like another cliché, but I believe it works.

Practical applications from published leadership experts have been used many times in my world. You may find, as I did, that one essential quality of a team player is that they are adaptable. "If you won't change for the team, the team may change you," says John Maxwell.

Individuals who succeed and flourish are masters of change; they can reorient themselves and others in untried directions to higher levels of accomplishments. Adaptable people are:

- TeachableAdaptable people always place a high priority on breaking new ground. They are people who work hard, become highly skilled in one area, and transfer that skill to a new endeavor. How many of you, like me, were trained for one profession and today are in a different occupation?
- Emotionally secure....Another characteristic of adaptable people is emotional security. People who are not emotionally secure see change as a threat. I find that secure people aren't made nervous by change. They evaluate a new change in their responsibilities based on its merit.
- Creative....Creativity is another quality you find in adaptable people. I am amazed when our team members say "Let's try it this new way". These people are creative and don't react with fear to change. They allow their creativity to foster adaptability.

- Service minded.... People who are focused on themselves are less likely to make changes for the team than people focused on serving others. College president Horace Mann stated, "Doing nothing for others is the undoing of one's self." If your goal is to serve the team, adapting isn't difficult. I think of the design and construction process which regularly requires change. A service mindset requires each member to look out for the other team member.

As Leaders, in order to ensure that we are encouraging the people we work with to be adaptable, we ourselves should...

- Get in the habit of learning. I find that reading books on leadership development helps me stay flexible, humble and teachable.
- Reevaluate your role. As I look over my career and see my changing role from architect, to project manager, then CM and now president of a corporation, I realize that I need to reevaluate my role. Otherwise I might not make room for others and likewise not grow past where I am today.
- Think outside the lines. Let's face it many people are not adaptable because they get into negative ruts. If you are prone to ruts, ask yourself this....Not why it can't be done but how it can be done. Look for unconventional solutions every time you meet a challenge.

So the next time someone complains about the economy or you're challenged with budget reductions or downsizing, try to approach the change as an opportunity rather than a problem. Remember, "Everything rises and falls on leadership." All of us someday will be faced with change—some small and some significant—but what will be remembered by the team is how their leaders and managers responded in these times of economic shake-up.

"Blessed are the flexible, for they shall not be bent out of shape." – Michael McGriff

Other recommended readings:

1. Ken Blanchard, *The Heart of a Leader*, 1999
2. Danny Cox with John Hoover, *Leadership When the Heat Is On*, 2007
3. Les T. Csorba, *Trust*, 2004
4. John C. Maxwell, *The 17 Essential Qualities of a Team Player*, 2002

Williams Construction Management is a full service design-build, construction management and owner representative company that is committed to building relationships, understanding client goals and achieving project success. For more information about our company, please visit www.williamscm.com.



Williams Companies Pay Tribute to Legacy of Founder Michael T. Williams (1940-2009)

Carol Stream, Ill. - Williams Architects and Williams Construction Management, Carol Stream, Ill., pay tribute to founder Michael T. Williams, who passed away May 28, 2009 at the age of 68. Williams held the position of chief executive officer of both companies prior to his death. A plaque honoring Williams' memory is being planned for placement in the companies' lobby.

Raised in Oak Park, Ill., and influenced by the work of Frank Lloyd Wright, Williams received a Bachelors of Architecture from the University of Illinois at Urbana-Champaign, and attained a Masters of Architecture in 1964 from the University of Pennsylvania, studying under Louis Kahn. Williams began his career in Philadelphia, later returning to Chicago where he worked for a number of firms before co-founding Williams-Pollock Associates in 1974. After several years of growth, Williams reorganized and founded Williams Architects in 1994 and, subsequently, its affiliate, Williams Construction Management. Under his leadership, the companies have served many Chicago area municipalities, religious organizations, more than 160 park districts, private clubs, YMCAs and recreation departments in Illinois and elsewhere in the nation. Williams Architects and Williams Construction Management serve clients in diverse markets, including municipal, parks and recreation, sports, religious and corporate. For additional information, visit www.williams-architects.com and www.williamscm.com.

ILCMA Booth VOLUNTEERS NEEDED FOR IML CONFERENCE!

Every year ILCMA has an exhibit booth at the Illinois Municipal League conference held in downtown Chicago at the Hilton Chicago Hotel. This year's conference is scheduled for September 24 - 26, 2009. We need people willing to spend between one and one-half and two hours staffing the booth between 10:30 a.m. and 5:00 p.m. on Friday, Sept 25 and between 8:00 a.m. and 12:00 p.m. on Saturday, Sept. 26. We typically schedule two or three people per time slot.

Again this year we are looking for some mayors who would be willing to be in the booth along with the managers. You can sign up using the form in the newsletter or on the ILCMA website at www.ilcma.org. Please consider volunteering a little time to help spread the news about the value of professional management to Illinois local officials and showcase some of the resources available from ILCMA and ICMA.

[Volunteer form on page #12](#)

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IML Conference Booth Sign-up

Count me in! I have indicated three (3) time slots that I can work

Name: _____

Title: _____

Address _____

Phone _____ Fax _____ e-mail _____

Please indicate your choices by putting a 1 by your first choice, a 2 by your second choice and a 3 by your third choice:

Friday, September 25

_____ 10:30 am - 12:00 pm

_____ 12:00 pm - 1:30 pm

_____ 1:30 pm - 3:00 pm

_____ 3:00 pm - 5:00 pm

Saturday, September 26

_____ 8:00 am - 9:30 am

_____ 9:30 am - 11:00 am

_____ 11:00 am - 12:00 pm

_____ YES, my mayor is willing to staff the booth with me!

Please respond by September 1st to:

Dawn S. Peters
 ILCMA Executive Director
 Center for Governmental Studies
 NIU
 DeKalb, IL 60115

You can also either fax or e-mail your response to:

Fax: 815-753-2305
 dpeters@niu.edu



Jim Norris and Patrick Urich with Scholarship winners Dennis Leaks, Nicholas Wyatt, and Chuck Meyers,



Assistants vs. Managers softball tournament...Managers won!



Patrick Urich presents Board Appreciation Plaque to Robert Bahan



Jamie Belognia, James Banovetz Scholarship recipient



Future managers: Makenzie and Paige Goldsmith, Zach and Jaclyn Neukirch, and in the background, Amelia Wachtel



Auction winner, Brad Townsend with presenter Sam Glenn

The money raised from the auction of Sam Glenn's drawing was donated to the ICMA Fund for Professional Management



Nicholas Wyatt, Tami Bombich, Tim Neubeck, Brett Kryska, Jamie Belognia, Chuck Meyers



Patrick Urich presents Board Appreciation Plaque to Ghida Neukirch

ILCMA SUMMER CONFERENCE 2009



Carol Sente and Bob Irvin pose with Sommer Foundation Scholarship recipients Brett Kryska and Ivan Nikitin



ILCMA Reception at the ICMA Annual Conference in Montreal

Once again, ICMA is setting aside an evening at the annual conference for affiliate receptions and alumni dinners. The past few years' experiment with holding the ILCMA reception after the NIU MPA alumni dinner was such a great success that we are going to do it again this year. ILCMA is planning an after dinner cocktail reception at Le Saint-Gabriel, 426 St-Gabriel St., Montreal (Quebec) on Monday, September 14, 2009 at 8:30 p.m. From the first North America alcohol license issued in 1754, to its purchase by Marc Bolay and his friend Garou in the year 2000, the St-Gabriel testifies to one face of our identity : the hospitality! Please join ILCMA for an evening of networking and fun.

We hope to see you at the ICMA Annual Conference in Montreal, Quebec, Canada in September!





Illinois City/County Management Association

Annual Report

June 1, 2009

Strengthening the Quality of Local Governance Through Professional Management

The Illinois City/County Management Association (ILCMA) is recognized as one of the premier public management organizations in the country. Through the lasting efforts of an energetic membership and capable staff, ILCMA continues to address membership expectations and elevate the role of professional public management within the State of Illinois.

Special thanks to the 2008-2009 ILCMA Board for your time and hard work. The ILCMA Officers include the following: Patrick Urich (President), Jim Norris (President-Elect), Bob Irvin (Vice President), Juliana Maller (Secretary/Treasurer) and Ghida Neukirch (Past President). Other members of the Board include the following: Sue McLaughlin (Director), David Nord (Director), Bill Dixon (Director), Thomas Christie (Director), Blaine Wing (IAMMA President), Rob Bahan (Metro President), Geoff Fruin (Downstate President), Walter Denton (SWICMA President), and Scott Sorrel (IACA). ILCMA also consists of nine standing committees and two ad hoc committees which were lead by a talented, hard working group of individuals.

NOTABLE ACCOMPLISHMENTS IN 2008 - 2009

FINANCES:

1. **Strong Financial Condition.** As of May 2009 funds on hand were \$298,160. This compares to \$260,810 in May 2008.
2. **Membership Levels.** As of May 1, 2009, total membership was 670. Total membership as of May 1, 2008 was 640. This is a slight increase over 2008 membership totals.
3. **Growth in the "Friends of ILCMA" Corporate Partnership Program.** The Friends Program was started in 2005 and has contributed funding for conference speakers, scholarships, and other ILCMA programs. In 2008-09, 45 corporate partners contributed over \$91,500, which was \$9,500 more than in 2007-08. There were 40 corporate partners in 2007-08.

TRAINING/DEVELOPMENT:

1. **A Highly Successful Winter Conference.** The economy and local budget cuts have affected conference attendance. The Winter Conference in Rock Island experienced a decrease in attendance after more than four consecutive years of record setting attendance. Even though attendance was down, those that attended gave high praise for the quality of sessions and social events. The reception and dinner at the John Deere Pavilion was a highlight of the conference.
2. **A Highly Successful Summer Conference.** The Conference in Galena is on track to be a very successful conference with high quality sessions. Again, the economy is affecting attendance as it appears that it will be down for a second consecutive year.

3. **Completed Seven Very Successful Professional Development Workshops.** The Professional Development Committee was chaired by Katy Rush. The first successful workshop was held in conjunction with a Metro Manager meeting. The topic was “Tools for Greening Your Organization”. The second workshop was an ICMA University Workshop pre-conference session at the ILCMA Winter Conference. The topic was “Managing in a Difficult Political Environment”. The committee worked with UIC to co-sponsor an eGovernment session in March. In April the committee partnered with Metro Managers once again to offer “Strategies for Maintaining Good Judgment and Motivation in Uncertain Times.” For the first time the committee offered a professional development session in conjunction with the Downstate City/County Management Association. The National Coalition Building Institute offered a session on Diversity at the Spring Downstate meeting. This session will be offered to SWICMA in the near future. There was also a pre-conference held at the Summer Conference on the rebuilding efforts after major floods devastated the City of Cedar Rapids. The committee is planning another busy year for 2009-10 and hopes to incorporate webinars as part of their offerings.

COMMITTEE ACTIVITIES:

1. **The IML Managers Committee had a Busy Year.** The IML's Managers Committee, under the chairmanship of Russ Loebe, Village Administrator, New Lenox, continued to expand its presence in the State. The committee members were actively involved in education and training programs for appointed and elected officials at the Municipal League's annual conference. The Committee members continued to educate ILCMA members on municipal pensions with the help of the IML. The final push for 2008-09 was the IML Grassroots Advocacy Program or GAP. Through this program IML would like to have every ILCMA community identify a point person who can follow-up on any official requests for information and/or advocacy.
2. **Professional Conduct Committee Updates Rules.** Fortunately, this ILCMA committee had a quiet year. ICMA reviews concerns and alleged violations for individuals that are ICMA members; our ILCMA committee will review concerns and alleged violations for individuals that are ILCMA members, but not members of ICMA. The ILCMA Professional Conduct Committee was chaired by Al Rigoni, Village Manager, Skokie.
3. **Membership Services Committee.** The Committee was chaired by Bill Balling, WRB LLC, Consultant. The Committee focused attention in three different areas: 1) Marketing; 2) Diversity; and 3) Membership Recruitment/Retention. Efforts will continue in all three areas over the coming year. The committee reviewed the latest survey of services provided by ILCMA and made various recommendations. A membership survey will be done again in 2009-10. The Diversity Sub-committee helped with the mentorship program in conjunction with NFBPA. Barry Burton, County Administrator, Lake County and Tom Borchert, City Manager, Elmhurst, served as mentors to two NFBPA protégés. The sub-committee also monitored, with the assistance of Maria Lasday, Village Manager, Bannockburn, the formation of a Women in Government (WIG) group. This group has met informally a few times this past year. The possibility of the formation of other regional WIG groups exists. The sub-committee also explored the possibility of an Illinois chapter of the International Hispanic Network. It does not appear that there is enough interest at this time.

N.I.C.E. – NFBPA/ILCMA Collaboration Effort. As part of the N.I.C.E., a joint seminar was held with the National Forum for Black Public Administrators. Other organizations that helped sponsor the event were CIGNA, Roosevelt University, and the Chicago Department of Public Health. This third joint training seminar was titled “Health Care Issues in 2009 and Beyond-Where Do We Go From Here?”

The NFBPA and ILCMA created the Professional Networking and Mentorship Program in 2006-07. The Professional Mentoring and Networking Program (PMNP) represents a collaboration between ILCMA and NFBPA Chicago Chapter, designed to expose emerging public administration professionals with a foundation of information on the city management career field as well as other public administration career tracts. In essence, the PMNP is a reciprocal program with a goal to develop mentoring and networking opportunities for NFBPA Chicago Chapter members that allows them to benefit from one-on-one relationships with seasoned city/county/village managers/administrators and assistant/deputy city/county/village managers/administrators to share their insight and wisdom acquired from years of experience in city/county management with the intent of helping them to understand how they might pursue city/county management careers. Likewise, the PMNP has a goal to develop mentoring and networking opportunities for ILCMA members that allows them to benefit from one-on-one relationships with seasoned senior and executive public administrators to share their insight and wisdom acquired from years of experience in a spectrum of government agencies with the intent of helping them to understand how they might pursue public administration careers outside of city/county management.

There were two mentor and protégé matches in 2008-09. The Membership Services Committee will continue to refine the program so that appropriate matches are made between the mentor and protégé which will lead to greater success with the program.

Representatives from ILCMA and NFBPA continue to explore opportunities to collaborate on educational resources and training events.

4. **Promote the Profession Ad Hoc Committee** This Committee led by Jill Velan, Village Administrator, Antioch continued to promote the speakers bureau and, with the help of IAMMA, committee representatives also attended career fairs and participated in panel discussions during the year to discuss and promote the profession and ILCMA.
5. **Professional Resource Services Ad Hoc Committee** This Committee was led by Brad Townsend, Ehlers & Associates, and Ken Marabella, retired. The program has had a difficult start as many of the managers that enter into retirement are going to work in the private sector and are not interested in participating in this program. The Committee has worked to get in contact with eligible ILCMA members to gauge their interest in participating in this program.

OTHER:

1. **Range Rider Activities Remain Strong** Illinois continues to have one of the most successful Range Rider programs in the country. Dave Anderson, Steve Berley, Greg Bielawski, Hank Sinda, and Glenn Spachman were very active in responding to members' requests for advice and counsel and informing local communities on how to hire their first managers and administrators. Last year the Board approved the addition of another Range Rider to serve southern Illinois. Hank Sinda was chosen as the fifth ILCMA/ICMA Range Rider. This new Range Rider provided relief to Dave Anderson who has always covered the entire southern portion of the state. ILCMA has entered into an agreement with Missouri to share the cost of the new Range Rider position. All Range Riders have been extremely busy this year as a result of the April local elections. Unfortunately, at least 10 managers or assistants were let go in the past few months. This number is expected to climb.
2. **Secretariat Services Agreement** ILCMA has a longstanding and productive working relationship with Northern Illinois University. Dawn Peters continues to do an outstanding job as ILCMA Executive Director, with valuable assistance from Katie Davison and Tami Bombich.
3. **ICMA Presence** ICMA will continue to be led by outstanding representation with David Limardi, Village Manager, Highland Park, at the reign as ICMA's President at the

International Conference. Mike Baker, Assistant Manager, Downers Grove, continues to represent our best interest as ICMA Midwest Vice President.

ILCMA members serve on the ICMA Conference Committee, Awards Evaluation Panel, Conference Evaluation Committee, Government Affairs & Policy Committee, and the International Committee.

In an effort to promote and celebrate the 100th anniversary of council/manager form of government and ICMA's 100th anniversary in 2014, ILCMA has engaged the help of members asking them to identify their "Local Government Hero". ILCMA conducted video interviews this past year in an effort to capture the history of the profession in the state of Illinois as well as the impacts those people have had on the profession.

ILCMA has participated in a membership incentive program with ICMA. For those members of ILCMA who are not ICMA members, ICMA agrees to provide the first year of ICMA membership free. In the second year, ILCMA will provide additional monetary support up to the amount of \$200 to help offset the continued cost of ICMA membership. This initiative is targeted at communities of less than 10,000 population and counties of less than 50,000 population. This year we had nine ILCMA members join ICMA under this new program. Mark Peterson, City Manager, Normal, and John Lockerby, Assistant Village Manager, Skokie, helped with this effort.

ICMA started a new Public Awareness Campaign in an effort to elevate the image of and promote the value of professional local government management. ICMA approached all state associations to contribute seed money for the development phase of the campaign. The ILCMA Board approved a donation in the amount of \$6500, which represents 10% of the total funds needed by ICMA for this effort.

4. **ILCMA Website** ILCMA rolled out a new website in the fall of 2008. An ad-hoc committee consisting of Dawn Peters, Scott Sorrel, Leisa Niemotka and Ghida Neukirch are currently working on the design and content of the new website.
5. **Illinois Reform Commission** With the impeachment of Governor Rod Blagojevich, the newly appointed governor of the state of Illinois, Patrick Quinn, established the Illinois Reform Commission to examine government practices and ethics, and make recommendations for cleaning up state government. ILCMA & ICMA requested that the Illinois Reform Commission consider creating a code of ethics and guidelines for all state of Illinois officials, especially employees of the state. Al Rigoni, Village Manager, Skokie and Professional Conduct Chair, Patrick Urich, ILCMA President and County Administrator, Peoria County, and David Limardi, ICMA President and City Manager, City of Highland Park, all contributed to this effort. The Commission released their report on April 28, 2009 and did include reference to the ICMA Code of Ethics.
6. **Alliance for Innovation Partnership** ILCMA entered into a partnership this past year with the Alliance for Innovation, formerly known as the Innovations Group. The goals of this partnership are multi-faceted:
 - i. Identify three learning topics specific to Illinois' local government on which ILCMA and the Alliance can deliver resources and/or learning events;
 - ii. Work to develop joint learning events to ILCMA membership such as webinars and workshops;
 - iii. Cross-promote each organization, specifically on upcoming learning events and value of membership.
7. **Illinois Public Service Institute Partnership** The ILCMA Board approved a new partnership with the IPSI. The IPSI provides leadership training to public works professional

from across the state. As part of this partnership ILCMA will have one board member serve on the IPSI Advisory Committee to help identify topics and speakers for the week-long institute. There will also be a representative from ILCMA in attendance at the first day of the Institute to participate in the first day of training. There is no cost, aside from travel, associated with this partnership. Other partners include Illinois Municipal League, SIU Edwardsville, Illinois Section American Water Works Association, NIU MPA Program, and the Illinois Environmental Water Association.

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

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

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

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

This year John Perry received the Robert B. Morris Lifetime Achievement Award. John Novinson and Peter Burchard were both awarded Special Service Awards.

CONCLUSION:

Thank you for allowing me to serve as your President during such a tumultuous year. A young Winston Churchill once said of his experiences in South Africa that "It is better to making the news than taking it, to be an actor rather than a critic." Clearly we are all actors, making the news in our communities as we lead during these challenging times. What makes us unique is that while providing leadership and building stronger communities, we do so with a commitment to ethical, transparent local government. Another Churchill quote epitomizes what we aspire as members of ILCMA, "What is the use of living, if it be not to strive for noble causes and make this muddled world a better place for those who will live in it after we are gone?" Thank you for your dedication to your communities and to your adherence to the ICMA Code of Ethics.

I must also thank the 2008-2009 Board of Directors, committee chairs, committee members, and affiliate associations for all the time, energy and leadership they provided during the year. Special thanks to Dawn Peters, our excellent Executive Director, and the staff at NIU for providing the leadership and support to our organization and making sure we are recognized nationally as the premier state city/county management association. It has been my honor to serve all of you and I wish you nothing but the best.

Respectfully submitted,

Patrick Urich
County Administrator, Peoria County
ILCMA President

JOB MART

**Village of University Park
Village Manager**

UNIVERSITY PARK, Illinois (Population 8,600) Progressive, growing, residential community, located approximately 40 miles south of Chicago is seeking an experienced municipal executive to lead its organization consisting of 80-100 full time employees and \$9 million operating budget. Four Managers since 1990. University Park, recognized as one of the region's few planned communities, was designed for its "quality of life" that it offers to residents. Situated in northeastern Will County and surrounded by forest preserves, the Village has all the advantages of country/suburban living with easy access to the City. University Park has had a number of different names over the years. It was previously known as Wood Hill and Park Forest South, and permanently changed its name to University Park in 1984. It is home to Governors State University, a first-class public education institution for higher learning. The Village is seeking candidates with a record of significant economic development, as well as strong financial skills/abilities and grant writing experience. Successful candidates will be comfortable working collaboratively in a diverse community with elected officials, professional staff, and active/involved citizens and have the ability to network with and enhance relations with surrounding communities, County, State, and Federal Legislators. Bachelor's Degree required; Master's Degree in public administration or related field preferred, plus three to five years of progressively responsible experience as a manager, administrator or assistant in a community of comparable size and complexity to University Park. Candidates must be task driven and have experience and/or strong skills in leadership, financial and budget management, and have a strong belief in open, transparent government. Well developed interpersonal, organizational and communication skills important. The Manager position reports directly to the Mayor and Board of Trustees, who serve as the legislative body. The Village Manager is appointed by the Mayor and the Board of Trustees. The Mayor, six Trustees, and the Village Clerk are elected to four year terms. Residency preferred. Starting salary \$95,000 +/- DOQ. Apply by August 28, 2009 to: Sharon Morien, Vice President, The PAR Group, 100 N. Waukegan Road, Suite 211, Lake Bluff, IL 60044. TEL: 847-234-0005; FAX: 847-234-8309; Email: resume@pargroupltd.com. University Park is an equal opportunity employer. Visit the Village's web site at: www.university-park-il.com

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City of Fairview Heights, Director of Public Works

The City of Fairview Heights (approximately 17,000 population), is located in the St. Louis Metro-East suburban area and is an established chain-retail destination. The city is currently accepting applications for the Director of Public Works. The position is under direction of the City Administrator and will work closely with the Assistant City Engineer. Professional engineering position which exercises direct authority over streets, maintenance, buildings, custodial and will oversee twenty-one (21) employees. Responsible for planning organizing, and directing the engineering and public service operation activities of the Department. Experience in public works operations management, engineering and construction activities, personnel management, and project management, for a diverse population is ideal. Extensive knowledge of modern principles and practices of public administration as applied to the planning, construction and maintenance of public works projects. Must have a Bachelor's degree in Engineering, seven (7) years of progressive experience in management of public works and/or engineering functions with a significant portion of such experience in public sector. Must be a registered professional engineer in the State of Illinois (or obtain said certificate within six months of appointment) and have a valid Illinois driver's license with an acceptable driving record. Residency or re-location is preferred and re-location expenses will only be offered for Fairview Heights residency. The selected candidate will negotiate a 2-3 year employment agreement with the City. View the full job posting at www.cofh.org. Application deadline is August 7, 2009. Applications can be found at either City Hall or on the City's website. Please send resume/application and all other application materials to: Human Resources: Public Works Director, 10025 Bunkum Rd., Fairview Heights, IL 62208. EOE/ADA

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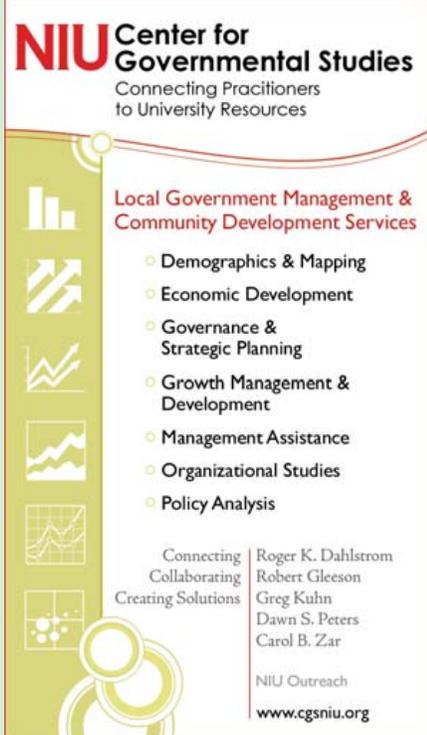
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Village of Roselle Fire Chief

FIRE CHIEF - Village of Roselle, IL, (pop. 23,100), covering 5.5 sq. miles, seeks candidates for position of Fire Chief. Roselle is a northwest suburb of Chicago, located in both DuPage and Cook Counties. Department is a combination of 14 sworn full-time and 29 part-time firefighters, 6 contractual paramedics and 2.5 civilian personnel, 1 station and \$3.4 million budget. Fire Chief is responsible for the general planning and direction of the department and is appointed by the Mayor with advice and consent of the Village Board and reports to the Village Administrator.

Successful candidate must have exceptional administrative, interpersonal and managerial skills, and possess thorough knowledge of fire department practices. Ten years of supervisory experience in the fire service, with at least five years in a command level position. Bachelor's degree in fire science or related field is also preferred.

Salary range \$90,775 - \$121,648. Appointment salary DOQ. Excellent fringe benefits. Send cover letter, resume, salary history, and five work-related references by 5:00 PM, Friday, August 7 to: Village of Roselle, Village Administrator's Office, 31 S. Prospect St, Roselle, IL 60172 or email to roselle@roselle.il.us. Additional position information available at www.roselle.il.us/fire. EOE.

Northwest Municipal Conference Program Manager for Purchasing

The Northwest Municipal Conference is seeking qualified candidates for the position of Program Manager for Purchasing. Applicants must supply a cover letter and full resume including their education and relevant experience, and the names and contact information of three references who have knowledge of their professional qualifications for this position. Starting salary range is \$50,000 to \$58,000, depending on experience. Please remit to the attention of Larry Widmer, NWMC Deputy Director, 1616 East Golf Road, Des Plaines, IL 60016 or email to LWidmer@NWMC-cog.org. Position open until filled. EOE/RC



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