



City/County Management *in* ILLINOIS

Strengthening the quality of local governance through professional management

February 2012

In This Issue

President's Column	2
ILCMA Board Election	2
Welcome New Members	3
Who's Who Directory Update	3
Thank you Range Riders	3
Corporate Partner Spotlight	4
IML Managers Monthly Column	8
ILCMA Winter Conference	10
Managers in Transition	13
Community Health Charities	14
ICMA Award Nominations	16
Life, Well Run Campaign	16
ICMA Midwest Regional Summit	17
Innovation Edge	22
Job Mart	24

Calendar of Events

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

February 15

ILCMA/Alliance Webinar

Topic: Legislative Changes for 2012

February 22-24

ILCMA Winter Conference

Champaign, IL

March 15

Metro Manager Luncheon

Location TBA

March 15

ILCMA Professional Development

Location TBA

March 28

ICMA 2012 Young Professional

Leadership Institute

Columbus, OH

March 29-30

ICMA Midwest Regional Summit

Columbus, OH

April 13

IAMMA Annual Conference

NIU Naperville

April 18 – 20

Alliance for Innovation, Transforming Local Government Conference

Kansas City, MO

April 19

Metro Manager Luncheon

Lombard, IL

April 19

ILCMA Professional Development

Lombard, IL

May 3 & 4

Downstate Managers Meeting

Starved Rock

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President's Column

Juliana Maller, Deputy City Manager, City of Park Ridge and ILCMA President

I can't believe our 2011-2012 ILCMA year is half over! The Board and Committees have been hard at work on our strategic plan and are making wonderful progress. I would like to take this opportunity to thank all of our members who have volunteered to chair or participate on one of our many committees and task forces. This Association would not be as strong as it is today without all of your help. If you have had a busy year and have not had a chance to serve, please consider getting involved during the second half of the year. There are plenty of opportunities!

Here are some highlights of what has been accomplished so far:

1. Strategic Goal to Increase Member Participation: The Member Services Committee has completed its Membership Survey, receiving over 330 responses. The survey's results will help us build on our strengths and identify and address areas where we can improve. The members indicated that they are pleased with the services ILCMA provides. More detail on the results will be featured in next month's newsletter. The Committee also kicked off the Mentorship Program. Thank you to all of you who have signed up to be a mentor. Please contact Executive Director Peters if you would like to be added to the list. We are also continuing with our efforts to encourage member interaction at conferences and meetings and in recognizing member achievements.

2. Strategic Goal to Enhance Perception of the Profession. The Promote the Profession Committee continues to submit articles on the benefits of a professional administrator to IML Review. The Committee will continue to focus on our goal to develop a public awareness campaign that complements the ICMA Life, Well Run campaign. Both will also focus on the benefits of professional management. This will be done during the second half of the year.

The Professional Conduct Committee, in response to this year's Board's strong emphasis on Ethics, has worked with the Summer Conference Committee to plan a session on ethics for the 2012 Summer Conference. Additionally, the Professional Development Committee has a preconference session "Tools for Rebuilding Trust and Collaboration, elected Official by Elected Official, Community by Community" planned for the 2012 Winter Conference.

A series of small group discussions regarding the strategic plan and the profession were held in conjunction with this year's Corporate Partner Lunch. The Board is very appreciative of the feedback that was given. All corporate partners agreed that working with professional managers made their jobs a lot easier. The Conference Committees will use their feedback and ideas in their planning next year.

3. Strategic Goal to Maintain Fiscal Responsibility. Treasurer Franz has been working with Executive Director Peters to review the Association's accounting system and is working on developing a fund balance policy. Once this is complete, the Board will move forward with developing recommendations for next year's budget. "Investment of some of the reserves toward a long term sustainability effort around professional local government management" is one of the Board's goals.

4. Strategic Goal to Promote Career Development. As mentioned earlier, the Mentorship Program is underway. Coordination with IAMMA and Metro Managers and with the Conference Planning Committees is taking place to provide for professional development opportunities that meet our members' needs. ILCMA is providing support to IAMMA for its college outreach program.

5. Strategic Goal to Increase Membership. The Women's Legacy Group has made great strides since its first meeting at last year's ILCMA Winter Conference. If you have not had a chance to attend one of their lunch discussions, I would encourage you to do so. Please also watch for a session or two at the ICMA conference in the fall.

6. Strategic Goal to Improve Personal Connections/Support between Members. The Board approved the appointment of a Member in Transition (MIT) Task Force to review how we are doing in the area of supporting our members during difficult times of transition. Unfortunately this year we have witnessed high demand for services in this area. The MIT Task Force has met and submitted a report and recommendations to the Board for their review. We will continue to provide opportunities for social programs that increase interaction amongst our members. We could all use a little support during these uneasy times. Please make an effort to reach out to your colleagues as much as possible.

ILCMA is pleased to have David M. Limardi appointed as the new Midwest Regional Director for ICMA. Dave most recently served as city manager of Highland Park, IL since 1993 and is a former ICMA President. He is ICMA's first Midwest Regional Director.

In conclusion, I would like to wish all of you a belated Happy New Year and encourage you to continue to Make a Difference both personally and professionally!

ILCMA Board Election Process Begins

Do you have a colleague who could be a dedicated member of the ILCMA Board of Directors? Would you like to serve? Now is the time to nominate qualified candidates for positions on the Board of Directors. A letter detailing why the candidate is qualified to serve along with an up-to-date resume is due at the ILCMA Secretariat, Center for Governmental Studies, NIU, DeKalb, IL, 60115 or by e-mail to dpeters@niu.edu by March 1. Offices for which nominations will be accepted are President Elect, Vice President, and Secretary Treasurer. There are no director positions open this year. However, if a current director steps up to the office of Secretary/Treasurer there will be a vacancy. Officers are elected for one-year terms. Newly elected board members will serve three-year terms.

After the nominating deadline, the Nominating Committee, chaired by Bob Irvin, ILCMA Past President, with a representative from each of the affiliate groups and one at-large member, will meet to determine a slate. The slate will be announced in the April newsletter. At that time, others wishing to have their name appear on the ballot will have an opportunity to submit a petition. If a contested election results, a ballot will be mailed June 2, 2012. If no contest develops, the election of the slate will take place at the Annual Meeting in Galena.

Who's Who Directory Update

Congratulations to **Allen Gill** who recently retired as the city manager in Carbondale. His new contact information is:

Allen Gill
5 Carnac Court
Lake St. Louis, MO 63367
Phone: 636-265-2278
e-mail: adgill2@aol.com

Scott Sorrel has been promoted to assistant county administrator in Peoria County. He was formerly the assistant to the county administrator.

Patrick Muetz, formerly the assistant village administrator, has been appointed as the village administrator for the village of Gurnee.

Tim Ridder, formerly the assistant to the public works director in Rock Island, has been appointed as the new assistant director of public works and engineering in Des Plaines. His new contact information is:

Tim Ridder
City of Des Plaines
Assistant Director of Public Works and Engineering
1111 Joseph Schwab Road
Des Plaines, Illinois 60016
Phone: 847-391-6121
e-mail: TRidder@desplaines.org

Denise Joseph, executive secretary in Glencoe, has been named as the assistant to the finance director in Glencoe.

Thank You ILCMA Range Riders!

ILCMA is lucky to have the services of five former managers/administrators who serve the profession as ICMA Range Riders in the state of Illinois. The ILCMA/ICMA Range Riders are Greg Bielawski, Steve Berley, Dave Anderson, Glenn Spachman, and Hank Sinda for a portion of the year. Their contact information is located on the ILCMA website and on the back of every ILCMA newsletter. Collectively they clocked over 540 hours, traveled approximately 6500 miles, and made 1430 contacts in 2011! ILCMA thanks each of you for your service to the profession!

Welcome New Members!

Ermin Arslanagic, Johnson Controls, Inc.
Casey Delaney, Johnson Controls, Inc.
Shelley Fulla, Baker Tilly
Mark Herman, City of Geneva, Intern
Bill Hobson, City of McHenry, Assistant City Administration
Rich Keehner, Jr., Village of Villa Park, Village Manager
Ashley Lucas, Illinois Institute of Technology, Service Coordinator
Paul Marien, Macon County Conservation District, Operations Manager
Cole S. O'Donnell, City of East Moline, City Administrator
Frank Ollendorff, Range Rider
Evelyn Peters, DuPage County, Senior Staff Auditor



Program Series

Spring Lineup

Classes held at NIU Naperville
For more info, registration fees
and directions visit www.niucgs.org

Understanding Your Governments Finances and Financial Position

February 16
by Brian Caputo, MPA, CPA, Chief Financial Officer,
City of Aurora

Leadership Lessons: Trying Times Demand Sound Leadership

March 13
by Craig Rapp, MA, NIU Center for Governmental Studies

New Civics and the Impact of Globalization

March 22
by Greg Kuhn, PhD, Sikich and Rebecca Steffenson, PhD,
DePaul University

Economic Development: Understanding the Entrepreneurial Ecosystem and the Community Planning Environment

April 10
by Roger Dahlstrom, NIU Center for Governmental Studies
and Keenan Grenell, PhD, Grenell Group, LLC

How to Make Your Governing Boards More Effective

April 19
by Gerald Gabris, PhD, Professor, NIU Division of Public Administration

Leadership for Elected Officials

May 10
by Mary McKittrick, MPA, City Administrator,
City of Geneva

We hope to see you at one or more of the sessions.
Click here to register

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.

USAgain, LLC

By Mattias Wallander, CEO

USAgain is a Chicago headquartered textile collection company that diverted 10.5 million pounds of clothing and other textiles from landfills throughout Illinois, preventing the emission of nearly 73.5 million pounds of harmful greenhouse gases and saving 60,000 cubic yards of landfill space. With presence in 15 states, USAgain's efforts have not gone unnoticed, spawning partnerships with local businesses, schools, and municipalities eager to promote environmental stewardship and eco-friendly living to reduce waste and to provide patrons with a convenient, environmentally-friendly service.

USAgain couldn't have achieved such remarkable success without the ever-growing participation of local governments. Strong partnerships with the Will County Forest Preserve District, Algonquin, Troy, Washington and West Deerfield Township are some examples in Illinois.

USAgain's clothing and shoe collection bins provide people an eco-friendly option to rid themselves of unwanted clothes, shoes and other textiles. With over 10,000 regularly-serviced collection bins located in 15 states around the country, patrons can easily locate the nearest bin by using USAgain's "Find a Drop Box" tool at www.usagain.com, making clothing deposits a convenient task that can be done on the go.

The EPA estimates that Americans throw away 13.1 million tons of textiles each year, or 5.3 percent of total municipal solid waste (MSW) generation. Only 1.9 million tons of textiles are recovered for recycling or reuse, leaving at least 11.2 million tons (85%) to sit in landfills across the country. These disheartening statistics are evidence of a greater need for corporate-government collaboration in the recycling industry.

The long-term environmental costs of landfilling recyclable textiles are difficult to calculate. However, harmful effects of this process include methane emission from decomposition, greenhouse gas contribution to global warming, surface and ground water contamination from color dyes and other chemicals used in the manufacturing process, and an overall reduction in landfill space,



already a hot commodity as the United States struggles to contain its waste accumulation with innovative management practices. In fact, 11.2 million tons of textiles would clog up approximately 126 million cubic yards of landfill space - and that's just one year's worth of trashed textiles. Most of this material is completely reusable or recyclable, but only if it is collected first.

In addition to an increasing demand for secondhand clothing in developing countries eager to stimulate their economies through the local sale of used, good quality clothing, used textiles can be recycled into entirely new products or for new uses. A few examples include furniture padding, insulation, industrial wiping rags and recycled fabrics. And still, the national recovery rate for textiles is only 15%.

USAgain has a strong national presence and is well positioned to stimulate recycling rates through collaboration across state lines by sharing best practices. Local communities can benefit from USAgain's no cost, no work, no liability collection programs by helping to provide residents a convenient, eco-friendly textile recycling alternative, reducing waste and enhancing municipalities' "green" profiles. For more information on USAgain, visit www.usagain.com.



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Green Initiatives Programs in the Work Place...Great for Employees While Saving Money for Employers

By Deanna Amelio and John Doria, Christopher B. Burke Engineering, Ltd.

Whether you are a small business, a large corporation, or a government agency, green initiatives can be implemented every day in a variety of ways. Everything from a rooftop garden to LED lighting or even to biking to work can prove to have many benefits for the environment and beyond. It's a great way to get employees invested with their employers.

SUSTAINABILITY PROGRAM

In an effort to conserve resources and reduce byproducts of employees, the following steps can be taken:

- Immediately stop ordering Styrofoam cups, plastic utensils, paper plates or bottled water.
- Employees are encouraged to provide their own cups for water and coffee. Filtered drinking water can be made available on all floors in the building.
- Employers can provide glass pitchers, glassware and coffee mugs for client use or for meetings.
- Revitalize recycling programs with additional bins and signage.
- Employees can utilize the double sized printing option for documents that are for review purposes only.
- Office lights in many areas can be changed over to LED par lighting.

ROOFTOP GARDEN

Planning should begin early in the year for creation of a rooftop garden. To start, structural stability of the roof for load capacity needs to be determined. A water spigot may need to be installed; about 40 (50 lb.) bags of soil and a year's worth of compost from a composter would need to be hauled to the roof.

Designated employees can determine planting types which can consist of beans, snow peas, squash, egg plants, potatoes, tomatoes (all types), peppers, cucumbers, onions, chives, and parsley to name a few. The plants each should be planted in 5 gallon containers and watered daily. In extremely hot summers, peat moss can be used to keep the plants hydrated.

The yield of the garden can be shared throughout the office. A tip is to start small the first year and review the success for the following year's planning.

I-GO

To offset the recent reduction in company vehicles, employers can enter into an agreement with I-GO Car Sharing to make I-GO cars available to designated employees right at your local office. Additionally, I-GO can install its own technology in employer-owned fleet vehicles so that these vehicles can be managed more efficiently.

I-GO is Chicago's only local, non-profit car sharing company. I-GO was launched in 2002 as a pilot project by the Center for Neighborhood Technology. I-GO introduced car sharing to the Chicago region in order to reduce transportation costs, relieve traffic congestion, improve local air quality, and curb greenhouse gas emissions. I-GO currently operates a fleet of 250, low-emission vehicles in 35 Chicago neighborhoods and 4 Chicago suburbs (Evanston, Oak Park, Skokie and Berwyn).

All of these car sharing equipped vehicles can be available to designated employees for site visits, meetings, etc. anywhere in the

5-county region. Programs can be custom designed to meet your organization's needs.

ELECTRIC CAR STATION

As technology in electric automobiles increases, many companies are installing electric car stations in their parking lots for employee and visitor use. All it takes is a few designated parking spaces and the installation of the appropriate voltage for the power source.

COMMUTER TRANSIT BENEFIT

Train. Bus. Subway. Parking your car at work or at the station. However you ride, the Commuter Express Program sponsored by your employer lets you pay for your eligible commuting costs through automatic, pre-tax payroll deductions. It works virtually anywhere you do. The program works by setting aside a portion of your pre-tax paycheck to pay for your qualified commuting expenses. Every month your employer deducts the money automatically and uses it to pay your commuting expenses.

BIKE TO WORK PROGRAM

As a Bicycle Friendly Business, employers can provide mileage reimbursement, changing facilities and bicycle storage for employees while promoting bicycling for the environment, fun, fitness and transportation.

Biking to Work promotes employee health and fitness, employee morale, and helps the environment as well as corporate image.

A year-round Program can consist of the following:

- Employees are paid \$0.75 for every mile commuted by bike
- Locker/shower facilities or passes to local health club may be provided
- Annual bike giveaway for most miles
- Quarterly giveaways of vests, lights, flat kits, seat bags, etc.
- Discounts from local bike shop are provided for parts & service
- Pumps, bike tools, tubes, other gear and maps are kept at office
- Bike storage is allowed in offices and is provided at racks and shower facility
- Yearly educational presentations from the Active Transportation Alliance are provided
- Commuter breakfasts are hosted monthly
- Employers can participate in Bike to Work Week "Commuter Challenge"
- Employers can provide assistance on routes, equipment, etc.
- Bike to Work Program is featured prominently in newsletters and corporate culture
- Participation is logged weekly on a company spreadsheet

For more information on any of these programs, feel free to contact John Doria, Director of Government Affairs at jdoria@cbbel.com.

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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.

Six Changes Impacting Issuers' Relationship with Public Finance Professionals

By Maureen Barry and Brad Townsend, Financial Advisors, Ehlers & Associates

Congress passed legislation that will affect how issuers borrow money and how public finance professionals like Ehlers provide financial advisory services. How does federal law impact city, village, and county managers and administrators? Some processes will change in the best interest of issuers.

The responsibility of the Municipal Securities Rulemaking Board (MSRB) now includes the protection of municipal security issuers and regulation of municipal advisors which includes financial advisors. MSRB rules adopted and proposed will change all issuers' relationships with their financial advisors as well as with underwriters, who were previously regulated. It is important for issuers to understand the MSRB's rulemaking efforts to date and the direction the final rules likely will take.

MSRB Top Six List for Issuing Municipal Bonds

The MSRB hosts a website at www.msrb.org and on the Issuers page identifies "Six Things to Know When Issuing Municipal Bonds". The MSRB believes issuers must know that:

1. MSRB registration is required for all financial advisors as a municipal advisor. Issuers should make sure their financial advisor is registered as a municipal advisor with the MSRB. The MSRB website provides a link to the registered list.
2. Underwriters and municipal advisors must provide accurate information related to the sale of bonds.
3. Municipal advisors, including financial advisors but not underwriters, owe a fiduciary duty to their issuer clients.
4. Issuers can use different approaches, negotiated or competitive sales, to finance capital projects.
5. Issuers can use the free EMMA website system, operated by the MSRB, to communicate important information directly to investors.
6. Issuers can use EMMA to track their bond trading both for the initial issue and trading on the secondary market.

These recommendations are intended to increase transparency, awareness and understanding within the municipal market to protect issuers and your community.

Proposed MSRB Rules

MSRB rules within the municipal market are designed to:

- Promote fair, efficient and transparent transactions.
- Prevent fraudulent, manipulative and unfair practices.
- Minimize underwriter and advisor conflicts of interest.

The MSRB rules to date have not been finalized but the rules that protect issuers and the public interest that are under consideration are categorized into the following areas:

- **Fair Dealing**
Requires underwriters and municipal advisors to deal fairly with all persons including issuers, and prohibits unfair and deceptive practices.
- **Pay to Play**
Bans political contributions by a municipal advisor to public officials so that issuer business is awarded based on merit.
- **Fiduciary Duty**
Dodd-Frank established that municipal advisors owe a federal fiduciary duty to issuer clients. The MSRB is proposing to define fiduciary duty as a duty of loyalty which would require evidence of a written engagement, disclosure of compensation conflicts, affiliation disclosures and conflict of interest disclosure. Fiduciary duty is also proposed to include a duty of care which will require necessary qualifications, consideration of issue alternatives and a duty of inquiry.
- **Role-Switching**
In November, the MSRB changed Rule G-23 to prohibit an underwriter from acting both as financial advisor to the issuer and underwriter on the same new issue. The rule addresses the potential conflict of interest created by advisor/underwriter role switching on the same issue.
- **Gifts and Entertainment**
Current MSRB Rule G-20 generally prevents underwriters from making a personal gift, including entertainment of more than \$100 per person. The rule likely will be extended to include municipal advisors as well.

Summary

Final MSRB rules will not be adopted until the Securities and Exchange Commission (SEC) determines who is a municipal advisor. Early last year, the SEC received comments on this definitional question. There were issuer concerns that the definition would include appointed municipal officials to Boards. In December, 2011 the SEC extended the interim municipal advisor rule that was to expire on Dec 31, 2011 for nine more months until September, 2012. The municipal advisor definition decision has yet to be resolved by the SEC. Once this piece of the puzzle is resolved, the MSRB will move quickly to finalize the rules discussed above changing the relationship issuers will have with their financial advisors. In addition, the MSRB has continued their efforts to define "Fair Dealing" for underwriters. All of these final rules will change the past relationships you have had with your public finance professionals.

The mission of ICMA is to create excellence in local governance by developing and fostering professional local government management worldwide, as stated in the Code of Ethics. The SEC and MSRB are committed to ensuring ethical behavior takes place with all interactions between issuers and public finance professionals. This consistency in standards serves the best interest of communities.

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Corporate Partner Spotlight

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Disaster Recovery Plan or Not, Data Needs to be Available

By Jerry Irvine, CISSP, CIO, Prescient Solutions

More than half of all small businesses and organizations have no Disaster Recovery Plan (DRP) in place, even though more business leaders are conscious of the necessity. With the current economic conditions and freezes on new projects and purchases, development and implementation of a DRP is difficult to implement. However, day-to-day processes and business tasks depend on the reliability and security of your systems. As such, processes and solutions that provide backup, redundancy, fault tolerance and high availability must be implemented prior to or concurrent with the development of a formal DRP.

Every organization must first define and document all IT assets (systems, infrastructure devices, applications, data, etc.) and then every asset must be reviewed to determine its importance to the business processes, the types of risks which could affect it, and its level of vulnerability to those risks. For small and mid-sized organizations, these categorizations should be simplified to reflect their impact on specific business processes. Depending on the critical nature of the IT asset, there are multiple solutions available to provide backup, redundancy, fault tolerance and high availability. Some solutions to consider for increasing critical systems' uptime and reliability, even prior to a formal DRP being implemented, include:

Backup Solutions

On-site tape and disk backup solutions continue to be available and highly utilized. These solutions provide irreplaceable benefits from selective restores of incidental files to complete systems restores in case of major outages and failures. Onsite data is generally easier to manage and faster to perform backups and restores, but places data at risk due to loss of facilities or acts of God. Still, an onsite backup solution is invaluable and should be retained if possible. Continuous data protection solutions provide real-time backup of data overtime. This protection allows for the restoration of systems or data back to a specific time or version. While this process provides additional restore points for data, it also requires more storage capacity.

Off-site backup /storage services reduce risks inherent to on-site backup solutions. Options include simply picking up data tapes for storage in secure facilities or online backup of in-house systems to off-site data storage locations. Reviewing the service offerings and pricing for data transfer rates, data storage rates and data restore rates is important, as these differ greatly across vendors.

Redundancy

Backup solutions create a redundant copy of software (data, applications, operating systems, configuration, etc.). Mission critical applications should have systems with redundant components (i.e.) power supplies, systems backplanes, network interfaces, hard drives, etc.) to mitigate the risk of hardware failure.

Fault Tolerance

Redundancy is a characteristic of fault tolerance but is generally considered only at the component level. Fault tolerant solutions would include the process of automatic systems failover. In the

past, fault tolerance/failover options were extremely expensive. However, with the advent of new technologies and software solutions, failover is commonplace in many solutions.

Operating Systems Clustering

Microsoft, UNIX and virtual servers all have the ability to be clustered. In general, clustering allows servers to monitor each other and provide for automatic failover should one of the servers in the cluster become nonresponsive or unavailable. Clustering should be considered for all servers hosting mission critical applications or data.

Virtualization

Virtual servers can provide another level of fault tolerance over and above the operating system clustering ability. Within the virtual server manager, systems can be set up to restart in case of failure on the same physical server, on another physical server at the same location or even on a physical server at another location. This versatility provides significant benefit for applications requiring high availability.

High Availability

High availability systems can be expensive to implement, but losing access to the application or data these systems host generally is more expensive. Nevertheless, multiple cloud service providers today specialize in the design, configuration and implementation of off-site systems to house mission-critical applications. For the small to mid-sized organization, hosting systems requiring "high availability" is most likely less expensive and more advantageous than using a provider. Significant research and legal representation needs to be completed to define the Scope of Service and Service Level Agreements necessary to fulfill all requirements. Using these solutions or services does not reduce or eliminate the need for a formal disaster recovery plan. However, using one or all of them will most likely ease the implementation of your DRP as many of these solutions will fulfill specific requirements for your plan.



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IML Managers Monthly Column

By Sue McLaughlin, City Administrator, City of Mattoon & IML Manager Committee Member

In the recent ILCMA survey of members, 27% of the respondents said they were not familiar with the IML Manager's Committee and our work with the state legislature. We hope to improve upon that through this newsletter as well as through our plans for this upcoming year.

In the next few months, you will see articles from other committee members outlining in specific detail some of our priorities but here is a quick overview (per Chair Mike Allison's report to the ILCMA Board):

Public Safety Employee Benefit Act (PSEBA)

We will continue our work with IML staff to try to amend this "catastrophic" statute this year, pun intended. The IML is also building a toolkit for use by municipalities to assist their efforts in amending the current law. We hope to get the legislature to address, among other issues, the definition of "catastrophic" injury and the ability of public safety personnel under this act to secure other health coverage.

State Mandates

The Committee this year along with the IML Staff will start a review of State mandates. This seems to be a subject of continual concern for many of our members. We will start with some of the more manageable mandates from a perspective of special interests. One particular exception is PSBEA, noted above, which certainly has strong special interests. IML Legislative Director Joe McCoy will work on obtaining a sponsor for legislation to repeal or amend priorities that the committee and IML identify.

Social Network

Mr. McCoy now posts frequent updates on Facebook during the legislative session. We want to bring this to your attention as a great resource for following bills through the process and for Joe asking assistance on specific issues from us. As you know, often times, a call to our legislator is needed immediately on a given issue before a vote. So, be sure to find the IML on Facebook and "friend" them for those important updates.

Collective Bargaining Reform

Again, as with PSEBA, any collective bargaining reform is not an easy issue to seek changes from the legislature. This, however, is another area where the costs of awards and the inflexibility of certain benefits and work rules are creating a serious problem for municipal budgets. The committee will work with IML staff this year to follow any proposed legislation which would potentially expand those benefits.

Firefighter Testing

And finally, in 2011, significant legislation was passed that impacted the establishment of firefighter eligibility lists. Many of you may hire consultants to handle your preliminary testing that creates your eligibility lists. The City of Mattoon was one of the first, apparently, to do this following the new law.

Please be sure to review your police and fire board bylaws and the standards used by any consultants you may hire. Due to the new legislation and the fact that Mattoon did not change its rating standards, we ended up with one eligible candidate on our list before preference points were added. Once we added preference points, that number jumped to three candidates. However, once we reviewed our process based on the new statute, we found that we needed to change how we calculate our median leading to a list of 8 candidates.



Educate. Advocate. Empower.

Trying to explain all of the nuances of the new legislation in this article would be too difficult because it can be a pretty confusing process. I would just advise you to double check the statute and your process before you do your next testing and list creation.

In the meantime, the IML and the Manager's Committee will continue to be cities' best advocates for positive change in state legislation that impacts us. We also will endeavor to improve our communication with you regarding those efforts.



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**CGS is pleased to welcome
Craig Rapp to the Public
Management and Training Team!**

As a former City Manager and former Director of Consulting for ICMA, Craig brings a wealth of experience and knowledge to CGS. He will lead our efforts in:

- *Effective Governance/
Board Effectiveness*
- *Strategic Planning*
- *Team Building*
- *Government Collaboration
& Shared Services Studies*

Craig Rapp

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ILCMA Winter Conference

The Future is Now: Educate – Prepare – Lead

The 2012 ILCMA Winter Conference will be held February 22-24, 2012 in downstate Champaign, Illinois at the Hilton Garden Inn.

The winter conference will kick off with a pre-conference session, Tools for Rebuilding Trust, moderated by the illustrious Heidi Voorhees of Voorhees and Associates. Wednesday evening, Downstate and SWICMA will hold their traditional reception serenaded by a University of Illinois jazz combo, one of whose members is the son of ILCMA member Steve Jones!

On Thursday morning, have breakfast and join us for a keynote address by noted author and Illini Professor Dan Simons. Simons co-authored the book, *The Invisible Gorilla, And Other Ways Our Intuitions Deceive Us*. He will explain to us, with our participation, how we often don't see the world as it really is, so be sure you're awake!

After this energizing keynote, we have a great variety of breakout sessions throughout the day. In the late morning leading into lunch, we offer a choice of two sessions; Rethinking Service Delivery and Doing More with Less. In these tough economic times, it seems everyone is talking about ways to save. Find out what your colleagues are doing. Following these sessions, we get to eat again! We have chosen to keep the luncheon open for networking as this seems to be an extremely important aspect of conference offerings.

In early afternoon, we offer either a session on Navigating a Hostile Board or a session on the Women's Legacy Project. After a brief break, we hope to inform you on how to effectively lobby your legislators as well as get an update on what our state legislature is up to in the new year.

To finish the educational part of Thursday, you will have a choice of an exciting field trip to Champaign's award winning Public Library or the University of Illinois' Research Park recently named one of the "top 10 incubators that are changing the world" by Forbes magazine. If you'd like to stay closer to home, we will also be offering our very popular Q&A for New and Aspiring Manager's session. But be sure to be at the hotel at 6 pm for a great reception and dinner followed by a "Savor the Flavor" tour. This tour will allow you to enjoy the different tastes Champaign has to offer in its restaurants and taverns. We will provide a shuttle to allow you to indulge in an after-dinner treat or cocktail with friends. Be sure to end the evening with IAMMA at The Esquire Lounge.

Friday morning, we kick off with breakfast followed by a roundtable discussion with our Range Riders and your colleagues. We hope this roundtable session will facilitate discussions similar to the World Café model about the hottest topics in local government. You could also attend our other offering, Don't Get Caught in a Sinkhole, where the panel hopes to show you whether you're properly funding your infrastructure maintenance needs. After these interactive sessions and the business meeting, the conference will wrap up with an exciting keynote from Dr. Rich Luker regarding Your One Unfailing Asset (an engaged community). And don't forget, a representative from ICMA-RC will be available throughout the conference to discuss your financial future as well.

The winter conference committee has done an excellent job putting together a great conference for you with an eye on your education, your friends & colleagues, your pocketbook and your future.

The Committee looks forward to seeing you in Champaign!

[Click here to register online!](#)

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ILCMA WINTER CONFERENCE

THURSDAY KEYNOTE



Daniel Simons, Professor, University of Illinois and Author of The Invisible Gorilla

Invisible Gorilla Leadership

One of the greatest obstacles to effective leadership is faulty perception. Because of the way our minds are built, we often don't see the world as it really is. Instead, we see what we expect to see and believe what we want to believe, regardless of the evidence. In this talk, Daniel Simons, creator of the famous "invisible gorilla" psychology experiment, reveals how common misconceptions about the mind can undermine our ability to lead: He will explain how we rely too heavily on our own confidence and why we tend to trust too much in the confidence in others, why we think we understand complex (and simple) subjects much better than we really do, and why we make so many mistakes when we think about what causes success and failure. With real-world stories, personal anecdotes, and clever experiments, Simons leads the audience to question their assumptions about how they think and to see themselves—and those around them—as they really are.

Daniel Simons is a Professor in the Department of Psychology and the Beckman Institute at the University of Illinois. Simons received his B.A. in Psychology and Cognitive Science from Carleton College and his Ph.D. in Experimental Psychology from Cornell University. He then spent five years on the faculty at Harvard University before moving to Illinois in 2002. His scholarly research focuses on the limits of human perception, memory, and awareness, and he is best known for his research showing that people are far less aware of their visual surroundings than they think. His work is published in top scientific journals and is discussed regularly in the popular media. His studies and demonstrations have been exhibited in more than a dozen science museums worldwide. In his spare time, he enjoys juggling, bridge, and chess.

HAVE YOU SEEN THE INVISIBLE GORILLA VIDEO?
IF NOT, PLEASE VISIT

<http://www.theinvisiblegorilla.com/videos.html>

ILCMA WINTER CONFERENCE

FRIDAY KEYNOTE



“Your One Unfailing Asset” by Dr. Rich Luker

Nearly every asset available to cities and counties is in decline. And we all feel the stress of prolonged economic uncertainty both professionally and personally. You and your staff are being asked to do more with less – or even nothing – by citizens who also have considerably less, or nothing.

There is, however, one remaining asset that has not only retained its value but by many standards is growing in power and importance: truly engaged community. In his keynote, Dr. Luker will explain how we lost engaged community, why it's making a major comeback, and why and how engaged community can be the difference maker for you and your people for the troubled times ahead. The key in this keynote is being neighborly.

Rich Luker is best known for his creation of the ESPN Sports Poll which began in 1994. The Sports Poll was the first dedicated ongoing intelligence service to collect information from Americans on their interests and activities related to sports.

Luker's research in 1999 identified a dominant sense of loss of community felt by most Americans. His study of American social development led Rich to believe being a service-based economy, coupled with an increasing role of communication technology, led to less face-to-face interaction between family, friends and neighbors. Luker began to develop strategies to reinvigorate American community in 2001. The most successful to date is the NCAA Division II strategy highlighted on the website **WWW.DIICOMMUNITY.ORG**. In 2009, Luker published *Simple Community* which documents the loss of American community and provides a way for American brands to profitably invest in restoring community.

Dr. Luker's research has been featured in many national publications including *The Wall Street Journal*, *New York Times*, *USA Today*, and *Advertising Age*. Luker has appeared on national news programs on ABC, FOX, ESPN, and NPR. Recognizing Luker's two decades of forward thinking research, in 2009 *Sports Business Journal* asked him to write a full page quarterly column on trends called *Up Next*. The column presents Luker's latest trend research, tracks key statistics and polls industry leaders on the issues most affecting the sports industry.


Dr. Luker earned his M.A. in psychology and his Ph.D. from the University of Michigan in a joint communication and psychology doctoral program. While at Michigan, Rich trained and worked in the Institute for Social Research for two years. Rich remains active academically as well. He was an Adjunct Associate Professor, Division of Kinesiology, University of Michigan from 1998 to 2006 and at Northwestern University from 2006 to 2009.



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Has your Staff been Cut Back, but your Workload Increased or Stayed the Same?

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

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).

Professional 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:
(Visit the Members Only section of the ILCMA website to view resumes of those who have submitted them)

Jill Velan
jillvelan@yahoo.com
847-489-5854

Greg Seefeldt
gseefeldt@hughes.net
712-269-0700

Wally Douthwaite
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Deborah Nier
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Thomas Christie
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618-740-0547



As City and County Managers, you are aware of the varied challenges associated with leading teams and promoting cultures of engagement within the workplace. While some think Employee Engagement is just a catchy buzz phrase, enlightened employers know that's not the case. They understand and appreciate the business and societal benefits associated with having an engaged workforce. Central to this is the concept of "giving back" by providing your employees opportunities to share their time, talent, and treasure with non-profit organizations that have special meaning to them.

There are an estimated 1.5 million public charities in the United States alone.* How does an organization decide which causes to support? There are many factors to consider when choosing a non-profit organization to align with, such as: synergy with business objectives, the personal interests of employees, and simplicity of logistics in giving. Oftentimes, it can be a struggle to choose one single charity on which to focus. However, supporting multiple charities can become complicated and time consuming.

That's where the "Federation Model" comes in. Federations can be thought of as a coalition of independent charitable organizations that focus on a specific area of interest, such as health. An employer would work directly with a federation, such as Community Health Charities of Illinois to facilitate their employee giving program, rather than working with a multitude of individual non-profits. Employers enjoy the simplicity of having the federation handle all of the legwork, including researching charities regularly to ensure they are reputable. Employees enjoy the ability to donate to their charity of choice within the federation, which allows for a wide range of giving options. In addition, donations are made pre-tax, which makes each dollar earned go further.

Employers who facilitate the opportunity for employees to easily support their favorite causes impact Engagement and organizational culture in myriad ways:

• Supporting strategy and mission to drive engagement

Employees are much more likely to feel good about who they work for when they know their employer is making a positive impact. There is much research cited about the demographic shifts occurring within today's workforce. With Baby Boomers retiring and millennials gaining strength in the workforce, organizational values and priorities are shifting. Our fathers and grandfathers made decisions about where to work based largely on salary and advancement opportunities. Younger workers and tomorrow's leaders evaluate a potential employer more holistically, considering how their employer gives back to the community and what opportunities exist for employees to extend their philanthropy.

• Leadership opportunities

Employee giving programs provide numerous opportunities for employees to take a leadership position within their organization. Giving programs often require employee volunteers to assist with campaign kick-off events, volunteer fairs, and general communication of programs to staff members. Becoming involved

in these initiatives is a great opportunity for employees to gain leadership experience while doing something about which they are passionate.

• Work/life balance

To many people, volunteering is an important part of living a full life. When an organization gives employees the opportunity to incorporate this aspect of life into the workplace, it can certainly support a positive work/life balance. Participation in volunteer committees and regular giving can be a great way to incorporate employees' personal interests into the workplace.

• Stay connected with the community

Federations keep organizations updated on local events and volunteer opportunities throughout the year. Simply learning about volunteer options in the area is often enough to get employees motivated to give their time and talent. In addition, employees can volunteer on behalf of their organization, which enhances the brand and image of their employer.

About Community Health Charities of Illinois:

Community Health Charities of Illinois works in partnership with 44 of Illinois' most trusted and respected health charities-www.illinois.healthcharities.org/Our-Charities. Together with its member charities and employer partners across the state, Community Health Charities of Illinois works to improve the lives of people affected by a disability or chronic disease by uniting caring donors in the workplace with health issues and causes important to them and their families.

Community Health Charities effectively links an organization's Employee Engagement and Social Responsibility efforts through its Employee Engagement 365 Program.

Engagement 365 uniquely allows employers and their employees to benefit from the resources and services of Illinois' most trusted health charities. Designed for the workplace, this program provides employee engagement tools that make it easy for employers to:

- Promote healthy lifestyles
- Develop a culture of giving
- Encourage community involvement

For an overview of the Engagement 365 resources available to your organization, please contact Steve Schapiro, Senior Director, Community Health Charities of Illinois @ 847-804-7127 or sschapiro@healthcharities.org.

*According to the National Center for Charitable Statistics.

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Celebrate the Value of Professional Management: Nominations Now Being Accepted for the 2012 ICMA Annual Awards Program

ICMA's Annual Awards Program honors creative contributions to professional local government management and increases public awareness of the value of professional management to the quality of life in our communities. The Annual Awards Program includes the Professional Awards, which recognize individual achievement, and the Program Excellence Awards, which are presented to local governments and their chief administrators in recognition of creative and successful programs. An independent Awards Evaluation Panel comprised of 17 U.S. and International ICMA members selects the awards recipients each year. Nominations for 2012 are being accepted through March 16th. Full information on all Awards categories, as well as the nominations process may be found on the awards page of the ICMA website. Nominations are welcome from both U.S. and International members.

Nominations should be submitted via email to awards@icma.org. Faxes and hard-copy submissions are not necessary.

Award recipients will be notified in June. The recipients will be recognized during ICMA's 98th Annual Conference this October in Phoenix, Arizona. Recipients will also be featured in a fall issue of PM Magazine.

For questions, please contact Felicia Littky, Awards Program Coordinator at awards@icma.org or via phone at 202-962-3656.

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Life, Well Run Campaign - Contribute Today! Why This Campaign?

Most professional local government managers live with the reality that few citizens are aware that we exist, let alone the vital role we play in shaping a community.

Managers are committed to the greater good, but we do our work behind the scenes, driven by, as Jim Collins describes it, a "paradoxical mix of personal humility and professional will."

Life, Well Run is an integrated, national campaign to raise awareness of how professional managers help improve the quality of life in our cities, towns, and counties.

What's In It For You?

Life, Well Run will

- help us start a conversation with our communities.
- educate citizens, elected officials, thought leaders, and the media about what we do and why it's important.
- make citizens aware of what it takes to run their communities and how they can get involved.
- show our pride in the work we do.
- attract the next generation of local government management professionals.
- increase the number of professionally managed communities.

We Need Your Help.

Our goal is to raise a total of \$5 million for the campaign, \$4 million of which will come from corporations, foundations, and other external sources.

We need your help in raising the additional \$1 million.

There are two ways for you to donate: through a one-time contribution or a multi-year pledge.

We encourage you to make a five-year commitment of at least \$100/year, lasting through ICMA's 100th anniversary in 2014. All donations are tax deductible and count toward your Fund for Professional Management annual and cumulative giving totals.

"For the past 102 years, the power of our profession has been the intense dedication of many local government professionals to follow a vision for ethical, transparent, and efficient democratic government; meld it with the vision that elected leaders and citizens have for their community; and produce results that have made history. I support the Life, Well Run Campaign because it tells a story about the importance of leadership with character."

— David Limardi City Manager, Highland Park, ILICMA President, 2008

For information on how to donate, visit the ICMA website at http://icma.org/en/Page/100200/For_ICMA_members



Leaders at the Core of Better Communities

Regional Summits and Leadership Institutes Provide Networking and Professional Development Opportunities

Join us this year at the regional summits for a timely and provocative professional development session about the future of the profession and the role of the manager -- *Leadership in the Next 100 Years: The Evolving Role of the Professional Manager* will be the workshop led by ICMA Executive Director Bob O'Neill. The Regional Summit agenda also includes time to network with colleagues in the region, and is your chance to get informational updates on ICMA activities and benefits.

Plan now to attend the next round of regional summits scheduled for March, April, and May 2012. Online registration is available for all the events described below.

2012 ICMA Midwest Regional Summit

WHEN

29-30 March 2012

WHERE

The Westin Columbus 310 S. High Street, Columbus, Ohio 43215

COST

\$275 Registration is open - click the 'Register' button, located at the top of the right hand column.



Announcements: Registration is Open for the 2012 Midwest Regional Summit! Book your hotel accommodations now.

The ICMA Midwest Regional Summit is a networking and professional development opportunity for members and state officers in the Midwest. All ICMA members and state officers in Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, and Wisconsin are invited to attend the ICMA Midwest Regional Summit.

Venue Details

The Westin Columbus

310 S. High Street
Columbus, OH 43215

Reservations: 1-800-WESTIN or 614-228-3800

Room Rate: ICMA rate of \$109 single/double; *Indicate that you are attending the ICMA Midwest Regional Summit.*

Hotel Cut-off: February 27, 2012

SUMMIT WORKSHOP

LEADERSHIP IN THE NEXT 100 YEARS: The Evolving Role of the Professional Manager

Since 2008 much has changed in the world that has had great and lasting impact on local government. As leaders, we position our organizations and the community for events and circumstances that are anticipated in the future; as the premier association for professional local government management, we are charged with setting an example that urges the organization and the community toward experimentation, change, creative problem solving, and prompt action. Join Executive Director Bob O'Neill and others in an exploration of what the next 100 years will bring and how the role of Professional Manager must evolve. Discussion will include but not be limited to questions such as:

- What are the forces impacting Local Government today? What is different about them?
- Politics has always been a contact sport but it seems less civil and more contentious even in Local Governments. What do we do as professionals in the face of bad politics?
- How do we help build community in the environment that promotes positions on every extreme?
- To be effective today, does the manager have to be more political to be effective? Can we be political and non-partisan? If so, what advice would you give on how to walk that fine line?

Join us in an interactive and provocative dialogue that will shape the role of the manager, the professional staff and the profession and ensure effectiveness as the role evolves, now and in the future. [*Addresses Practice Groups 6: Initiative, Risk Taking, Vision, Creativity, and Innovation; and 13: Strategic Planning*]

Prior to the dialogue, please consider these questions:

1. We are in one of the most turbulent times in memory. What are the forces impacting Local Government today? What is different about them?
2. Do you see a very different role for Local Government evolving from the fiscal challenges of the Federal & State Governments?
3. Politics has always been a contact sport but it seems less civil and more contentious even in Local Governments. What do we do as professionals in the face of bad politics?
4. How do we help build community in the environment that promotes positions on every extreme?
5. To be effective today, does the manager have to be more political to be effective? Can we be political and non-partisan? If so, what advice would you give on how to walk that fine line?
6. Professional Management was born of the reform movement. What does the spirit of reform mean today? Are we the reformers or who needs to be reformed?
7. How do we refine the manager's leadership role in today's context? What about our focus on the twin concepts of ethics and efficiency?
8. What is the impact of all of this on the profession? Do we have a collective voice to help shape the future?

9. What is the impact for ICMA and the state associations? What is their role in shaping and supporting the profession?

SUMMIT AGENDA

Thursday

11:00 am-12:00 pm – Pre-registration is required: Mid Career Managers Institute*

The Art and Practice of Leadership in the Public Sector: Join Bob O'Neill, ICMA Executive Director, for a conversation about the profession of local government and your role as a Mid Career Manager.

12:00 pm – 1:00 pm – Pre-registration is required: Mid Career Managers Institute (“No Host”) Lunch and Mid Career Managers Action Planning: Join Felicia Logan, ICMA Director of Leadership Development to build a mid career leadership development program to help you identify, manage, and achieve your goals. And, there will be an opportunity for a coaching conversation with Felicia Logan, also a certified executive coach.

REGIONAL SUMMIT BEGINS

1:30 pm-4:30 pm	ICMA University Workshop: Leadership in the Next 100 Years The Evolving Role of the Professional Manager
5:30 pm-6:30 pm	Reception - sponsored by ICMA-RC
6:30 pm-8:30 pm	Dinner - “Celebrating the Profession”

Friday

7:30 am-8:30 am	Breakfast
8:30 am-10:15 am	Conversation with Bob O'Neill, ICMA, Executive Director
10:30 am-12:00 pm	Regional Meeting of State Officers and Members

***Special ICMA University Offering: Mid Career Managers Institute**

As part of the Regional Summits, an ICMA Mid Career Managers Institute (MCM) focus group will convene during which you will get a taste of our Leadership Development Programs and participate in a focused conversation to create a program to meet the specific needs of mid career managers. If you hold a leadership position in your organization, military, public/private sector, academies; and are a manager/assistant not ready to be credentialed but looking for your next challenge; and are intrigued by the possibilities, feel a desire for a focused development program and identify yourself as a mid career professional, come help ICMA build a program that you will be proud to be part of—and one that will take you and your organization to the next level. **This event requires pre-registration. [Click here to register for the MCM event in your region.](#)** The registration deadline is the same registration deadline as the Summit you are attending. Visit icma.org/MCM for more information about the Mid Career Managers Institute.

Young Professionals Leadership Institute

ICMA UNIVERSITY



SUCCESS

For Assistants, Assistant Managers, and those who are beginning their career path

Building Your Leadership Skill Set Through the Art and Practice of Leadership

Midwest Region March 28-29, 2012 Columbus, Ohio

This is a special ICMA University leadership program that offers young professionals a way to build their leadership skill set through the art and practice of leadership. ICMA University workshops are being presented as a special offering to young professionals, preceding the ICMA Regional Summits that are scheduled for March, April and May 2012 in the Southeast, Northeast, Midwest, and Mountain Plains/West Coast regions. **Managers, you are encouraged to invite young professionals to attend this leadership institute.**

COST

Great Value! The cost of this special leadership skill building offering is \$99!

This fee does not include lodging.

WHO SHOULD ATTEND

- Assistants
- Assistant Managers
- Those who are beginning their career path in local government
- **Managers, you are encouraged to invite young professionals to attend this leadership institute.**

LOCATION

The Westin Columbus

310 S. High Street
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Reservations: 1-800-WESTIN or 614-228-3800

Room Rate: ICMA rate of \$109 single/double; *Indicate that you are attending the ICMA Midwest Regional Summit.*

Hotel Cut-off: February 27, 2012

Reserve Early! Rooms are limited. If you need help finding accommodations, contact Sallie Burnett at sburnett@icma.org.

Registration is open, visit icma.org/YPLI.



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Innovation Edge

Blacksburg, Building a Sustainable Community

One Partnership at a Time

by Kelly Mattingly, Director of Public Works and Heather Browning, Community Relations Manager, Town of Blacksburg, VA

As the largest Town in Virginia and the home of Virginia Tech, Blacksburg has demonstrated time and again that collaborations and civic engagement are key to bringing together segmented areas of a community to make great things happen. Whether collaboratively working to restore a historic downtown theater, or finding ways to creatively fund, build, and operate a new Farmer's Market, the terms "Sustainability" and "Livability" have become inseparable community values that drive decisions and mobilize support for programs.

One such program is called Sustainability Week, an annual series of events designed to celebrate Blacksburg's environmental successes, educate our citizens, highlight sustainability practices, and motivate change. What began as a town sponsored Environmental Awareness Week in 2006 has since become a joint effort of the town, Virginia Tech, and the non-profit organization Sustainable Blacksburg. Five years later, Sustainability Week is now a valued community tradition embraced by the residents of Blacksburg and the surrounding region.

Each year Sustainability Week offers a variety of opportunities for people of all ages to participate. Popular outdoor activities have included tree plantings, sampling the early fall harvest at the Farmer's Market, lunch time Walk and Talks, and a children's bike rodeo. Tours have been particularly popular and have included visits to community gardens, sustainable farms, co-housing developments, and an edible forest garden. Practical how-to workshops have also been offered on topics such as building your own rain barrel, growing your own green roof, winterizing your garden, beekeeping, vermiculture (worm cultivation) and installing residential wind, solar and geothermal systems.

An integral part of Sustainability Week is the inclusion of well known and respected keynote speakers such as Mike Tidwell, Executive Director of Chesapeake Climate Action Network; Robin Chase, Founder and CEO of GoLoco; Joe Salatin of Polyface Farms; and renowned author Barbara Kingsolver. Documentaries including *An Inconvenient Truth*, *Who Killed the Electric Car*, *Flow – For Love of Water*, *No Impact Man*, *Gasland*, and *The Last Mountain* have also been shown at the historic Lyric Theatre.

The culminating event of the week is the Sustainability Fair, an opportunity for the community to engage directly with educators and vendors offering information and products such as home energy audits, photovoltaic solar systems, geothermal systems, non-toxic household products, and more.

The success of Sustainability Week can be measured quite simply. While it takes time to educate citizens and change habits that are so engrained in our daily lives, one doesn't have to look far to see that Blacksburg is a community now focused on the environment. While strolling through any residential area of town it's common to see the use of rain barrels, rain gardens, and other low impact development measures. Residential curbside recycling has also been in place for years.

There have been notable successes in the participation of local businesses in statewide programs such as the Virginia DEQ Fluorescent Lamp Challenge and the Virginia Green Lodging Program. Go Green NRV (New River Valley) is also a business product of Sustainability Week. Go Green is a non-profit organization that encourages local companies to establish and increase sustainability practices in their operations. There are currently 45 businesses participating.

A unique aspect of Sustainability Week is that each year organizers come up with a community pledge or similar take-away idea to promote during the week as a way to engage the community. One year there was a pledge to say "neither paper nor plastic" at grocery stores. It included a partnership with local Kroger grocery stores to promote the use of re-usable bags and tracked participation by their patrons. Another year, the pledge was to read Daniel Goleman's *Ecological Intelligence* as a community book and this past year the community pledged to reduce their home energy consumption. How well the community does at reducing their residential energy consumption will be evident from the community greenhouse gas audit performed each year for Blacksburg's climate action program.

One unmistakable success of this annual celebration was the formation of the local non-profit group, Sustainable Blacksburg. It was conceived as an informal community partnership during the original Environmental Awareness Week of 2006 and grew into an official 501 (c)(3) and co-sponsor of Sustainability Week. Today it has a Board of Directors representing all sectors of the community and their adopted mission is: to facilitate environmental stewardship in the Blacksburg area and to enhance the region's livability by reducing our impact on the local environment. While Sustainability Week is their signature annual event, Sustainable Blacksburg also sponsors educational forums and events throughout the year.

Creating a community non-profit such as Sustainable Blacksburg and organizing an annual Sustainability Week is not an easy undertaking as it requires a cadre of dedicated individuals and organizations with a shared vision. Fortunately, all communities have environmental champions who are simply waiting for the opportunity to step up. Likewise, all communities have governmental, business, and community entities with the capacity to form a partnership and the ability to engage citizens. It all starts with a vision, a few leaders, and a lot of enthusiasm, so get started.!

You can learn more about the Alliance for Innovation and/or the new joint Alliance and ICMA Knowledge Network at www.transformgov.org or contact our Regional Director, Greg Stopka at gstopka@transformgov.org.

e-LEARNING



ILCMA Virtual Forum: 2012 Legislative Changes that Impact Local Government: Compensation Posting and Other New Laws

**Wednesday, February 15, 2012
1:30 PM - 2:30 PM CST**

This webinar will highlight new laws affecting municipalities which became effective in 2012, especially the new amendment to the Open Meetings Act which requires the posting of total compensation packages. Participants will be introduced to the new

laws and explore the practical consequences of the new mandates.

When: Wednesday, February 15, 2012

Webinar Time: 1:30PM CT - 2:30PM CT

Price is \$29 and is open only to Alliance for Innovation members in Illinois, and Illinois City/County Management Association (ILCMA) members. [Register here.](#)

Discover your regional and national local government innovations through webinars jointly hosted by the Alliance for Innovation and ILCMA. These forums are an opportunity to expose your staff to emerging practices and help cultivate innovation in your organization! Submit your ideas on learning topics or any questions to Greg Stopka, gstopka@transformgov.org.

For more information, visit the **Alliance for Innovation** at www.transformgov.org or visit the **Illinois City/County Management Association** at www.ilcma.org.

Wednesday, February 15, 2012

This is a LIVE Webinar event. Webinar Times: 1:30PM ET - 2:30PM CT

[LINK TO REGISTRATION](#)

Job Mart

City of Carbondale, Development Services Director

Development Services Director, City of Carbondale, Illinois. Regular, full-time professional management position (overtime exempt) responsible for overall direction and administration of the Development Services Department including the Planning Services Division, Building and Neighborhood Services Division and Housing Programs. Member of the City Manager's senior management staff. Bachelors Degree in public administration, community development, planning, geography, engineering, architecture or related fields. Five years of related experience with increasing levels of responsibility in one or more of the following areas: planning, code enforcement, housing, engineering, historic preservation, downtown redevelopment, and economic development. A Masters Degree may be substituted for two years of work experience. Satisfactory background check required. Must have or obtain and maintain a valid Illinois driver's license. City of Carbondale Corporate Limits Residency Requirement (residency within City's corporate limits required within six months of employment). Salary Range 9 - Minimum Salary is \$79,469. Apply immediately by submitting cover letter, resume and completed City of Carbondale Application for Employment to Human Resources, City of Carbondale, P.O. Box 2047, 200 S. Illinois Avenue, Carbondale IL 62902-2047. The City of Carbondale's Application for Employment form is available on the City's Internet Site located at www.explorecarbondale.com. Deadline for submission of applications is Friday, February 10, 2012. The City of Carbondale is an equal opportunity employer.

City of Rolling Meadows, Assistant to the City Manager

The City of Rolling Meadows (pop. 24,099) seeks an innovative professional to work as the Assistant to the City Manager. Located 27 miles west of Chicago, Rolling Meadows is a vibrant community with residential, commercial, office and industrial uses. The City boasts the second largest amount of office space in the Northwest Suburbs with a workday population over 50,000. The Assistant to the City Manager reports directly to the City Manager and provides organizational assistance.

Qualified individuals will have a strong background in planning, management, communication, and operational functions of a municipal government. The Assistant assists the City Manager on projects, special events, public relations, safety and services. Ideal candidates will have a Bachelor's Degree in Business, Finance, Public Administration, or related field, with a MPA preferred.

This entry level position is a good starting position for a new administrator and it is hoped that the person will stay for two to three years and then move out to a bigger challenge.

Salary is \$35,750 (with excellent benefits).

This position is open until filled and to apply, please submit resume with at least three references to Barry Krumstok, City Manager, City of Rolling Meadows, 3600 Kirchoff Road, Rolling Meadows, IL 60008. The City of Rolling Meadows is an Equal Opportunity Employer.

Open Until Filled

City of Rock Island, Assistant to the City Manager

Rock Island has a population of 39,684 residents and is located in western Illinois along the Mississippi River. Rock Island, Moline, and East Moline in Illinois and Davenport and Bettendorf, Iowa make up the metro area called the "Quad Cities" with a population of 436,672.

This is administrative work assisting the City Manager with a variety of tasks. Work involves providing support, and assisting in the administration and coordination of the city's economic development program, departmental research, policies, procedures, and services. Work may also include supervision of one or more smaller functional areas in a department. Work is performed under the direction of the City Manager and is reviewed through conferences and reports.

A Bachelor's degree in Public or Business Administration or a related field is required. Three or more years of work in a comparable capacity is required. A Master's Degree in business administration, public administration, planning or related field is strongly preferred; or any equivalent combination of training and experience.

The salary range is \$43,162 - \$66,957. The City offers an excellent fringe benefit package which includes pension, major medical, paid leave, and tuition reimbursement.

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

City of Rock Island, Community and Economic Development Director

The City of Rock Island is recruiting for an experienced Community and Economic Development Director to supervise and manage the Community and Economic Development Department.

Rock Island has a population of 39,684 residents and is located in western Illinois along the Mississippi River. Rock Island, Moline, and East Moline in Illinois and Davenport and Bettendorf, Iowa make up the metro area called the "Quad Cities" with a population of 436,672.

This is highly responsible professional, administrative, and management work planning, organizing, and directing the activities of the Community and Economic Development Department.

Work involves responsibility for the planning, organizing, coordinating, and directing the City's Planning and Redevelopment Division, Economic Development Division, and Inspections Division in furtherance of City Council goals and adopted policies.

Job Mart

Supervision is exercised over professional, technical and office support staff. Work is performed under administrative direction of the City Manager, who reviews through conferences and reports for overall effectiveness. The successful candidate will have a Bachelor's degree in Urban and Regional Planning, Public Administration, Geography, or other related field (Master's degree is preferred); with at least 7 years of progressively responsible community development experience that includes a minimum of five years of significant supervisory experience. Must have solid knowledge of the laws, ordinances, and statutes that apply, strong leadership, project management skills, and proficiency with computer office applications. A history of innovative thinking, contract administration, prior position advancements and a commitment to continued education are highly desirable.

The salary range is \$63,770 - \$98,926. The City offers an excellent fringe benefit package which includes pension, major medical, paid leave, tuition reimbursement, car allowance, health club membership and also contributes 5 percent of salary to ICMA's 457-deferred compensation plan.

Possession of a valid Class D Illinois vehicle operator's license or an equivalent license issued by the employee's state of residence. Selected candidates must meet a residency requirement, which includes the City of Rock Island, IL. Must pass a physical, background check and substance screening. Applications (including resumes and cover letters) will be accepted only through the on-line application process until filled at the city's website - www.rigov.org. Emailed, mailed or hand delivered resumes or applications will not be accepted. An on-line application must be completed to be considered for the position. Applicant confidentiality will be protected through the recruitment process.

City of Salem, Part-time Finance Director

The City of Salem is seeking resumes and applications from interested candidates for the position of Part-Time Finance Director.

The Finance Director serves as Salem's chief financial officer and has responsibility for long-range capital and operational financial planning, accounting, budgeting, revenue collection, purchasing, accounts payable, investment management, utility accounting, and payroll. Applicants must have experience in fund accounting, and be skilled in using Microsoft Office software, particularly Excel. The position reports to, and is under the direction of, the City Manager.

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The Director is responsible for preparing monthly and annual reports and must stay informed with current developments in the field of municipal finance. The Director provides financial advice to the City Manager, the City Council and city staff.

Applicants will be evaluated based upon the proper combination of related experience and applicable education.

Application materials may be obtained from the Office of the City Manager at Salem City Hall, 101 S. Broadway, Salem, IL. The application form may be emailed to interested parties upon request. All inquiries should be directed to the City Manager at cymgr@salemil.us or 618-548-2222.

Village of Glencoe, Executive Assistant

The Village of Glencoe (pop. 8,723) is seeking an Executive Assistant in the Village Manager's Office. Position provides administrative support to the Village Manager, Village Board and departmental staff. Position requires excellent clerical and computer skills, the ability to communicate effectively both orally and in writing, exceptional customer service/interpersonal skills and ability to maintain confidential and sensitive information. Desired candidate will possess an associates or four-year college degree and be proficient in a variety of Microsoft Office applications (Word, Excel, Access, PowerPoint), purchasing and recordkeeping functions. Knowledge of website maintenance and Adobe In-Design are a plus. Previous administrative and/or secretarial experience preferred. Salary Range: \$50,500 - \$71,540

Submit cover letter, resume and completed employment application to Village of Glencoe, 675 Village Court, Glencoe, IL 60022, Attn: Village Manager's Office by 4:00 p.m. on Monday, February 6, 2012. Applications available online at: www.villageofglencoe.org. EOE.

Village of Bensenville, Civil Engineer

The Village of Bensenville is seeking a Civil Engineer to manage a very aggressive Capital Investment Program. The ideal applicant will possess well-rounded Public Works experience and technical expertise in engineering, water and sewer operation, capital projects and administration, have a strategic vision, be a creative problem solver, have outstanding listening skills and operate with a high level of finesse addressing engineering issues. A sense of humor, exceptional customer service skills, a "can-do" attitude and a style that supports teamwork, collaboration and positive relationships are essential attributes. Thorough knowledge of civil engineering principles, practices, methods; current engineering trends as applicable to a municipal setting; and applicable policies, laws and regulations affecting Village activities are important. In keeping with the Village's commitment to customer service, the Civil Engineer will think beyond the situation under review, be flexible within reason, work closely with other Village departments and anticipate problems before they develop.

Ability to perform complex engineering work supporting water, sewer, street and other Public Works projects and programs ensuring technical competence and compliance with all current codes and regulations is essential. Project management and supervisory skills are needed. Excellent verbal and written communication skills are required to explain technical information in a manner that the Village Board, the public, employees, consultants, professional and

Job Mart

technical groups and other governmental agency representatives can understand. The ideal candidate will have effective conflict resolution skills, know how to use Village resources and have the ability to guide the community to solutions.

Five years of progressively responsible civil engineering experience and a bachelor's degree in civil engineering/related field are required. Experience with development plan reviews, proficiency in GIS, and possession of a Professional Engineer (PE) license are preferred.

Starting salary is dependent on qualification with a hiring range of \$56,350 - \$84,575 plus an excellent benefits package. Send resumes by February 17, 2012 to Gary Ferguson, Director of Human Resources, Village of Bensenville, 12 South Center Street, Bensenville, IL 60106, email: gferguson@bensenville.il.us. M/F/D E.O.E

Village of Morton, Engineering Inspector

APPLYING FOR POSITION:

To apply for this position, complete a Village of Morton Application for Employment (from Village's website), and forward a cover letter and resume to the Village of Morton Grove at either of the following addresses:

Electronically – ctomich@mortongroveil.org
Mail – Village of Morton Grove
Public Works Department
7840 Nagle Avenue
Morton Grove, Illinois 60053

The first round of reviews of applications will occur on or after February 13, 2012.

DEFINITION:

Under the direction of the Director of Public Works and Village Engineer, performs work of moderate difficulty inspecting Public Works projects, private development and utility company projects, also handles citizen complaints and request for service, participates in winter snow removal operations and performs other administrative and maintenance tasks as required.

EXAMPLES OF DUTIES:

Performs inspections of the methods and materials used in the construction of roadway pavement, sidewalk, curb and gutter, driveway pavement, culvert, sewer and water systems in both subdivision development and contract projects; inspects residential lot drainage, sewer and water facilities and grading; reviews and interprets construction plans and specifications; consults with supervisor on deviations from standards; calculates and analyzes amount of labor, equipment and materials required for construction contracts; completes surveying necessary to construct or verify private development and Village projects; inspects concrete forms and concrete construction; inspects asphalt construction; checks delivery tickets; inspects a variety of underground facilities, including horizontal and vertical alignment of pipe, quality of joints, and back filling of utility trenches; submits detailed reports on work being performed and methods used; inspects traffic signal and street lighting installation; and monitors traffic control; Responsible for assisting in the administration of the motor fuel tax program and projects funded with state and/or federal funds;

the measuring of all quantities used in construction projects; and processing all project payments and final documentation; and processing citizen service requests and complaints, including coordination with various Public Works crews to process service requests and resolve complaints. This position participates in winter snow removal operations, will assist water and sewer crews during weather-related emergencies on a 24-hour, as-needed basis and may be assigned other administrative or maintenance duties within the Public Works Department if required.

ESSENTIAL REQUIREMENTS AND CHARACTERISTICS OF POSITION:

Ability to perform the following: Read, fill out, and file complaint forms, citation forms, fine print code books, design drawings, specifications, Village ordinance books, technical manuals, and manufacturer's literature; interact with fellow employees, elected and appointed officials, and the public in both written and verbal form; operate most office equipment, motor vehicles, cameras, tape recorder, flashlights, rulers, calculators, computers, surveying equipment, and small hand tools; apply common sense and understanding to perform semi- to highly-repetitive tasks; apply independent judgment in situations ranging from highly routine and stable to somewhat risky and unstable; reach and lift 20+ lbs; stoop, kneel, and pick up 20+ lbs; crouch and crawl as needed; pull or push 20+ lbs; lift and carry 20+ lbs; climb ladders in excess of five feet but less than 20 feet; have perception and discrimination of color, sound, taste, texture, odor, and form; frequently be exposed to temperature extremes, strong odors or fumes, toxic agents, noise, vibrations, wetness, humidity, dust and varying light conditions; deal with stress in a calm rational manner; and operate in conditions of occasional to limited supervision.

DESIRABLE KNOWLEDGE AND SKILLS:

Comprehensive skill, experience and knowledge in the following: materials, equipment and practices employed in street and utility construction and maintenance; preparation of subgrades, paving of streets and alleys and construction of concrete sidewalks, curbs and gutters and other surfaces; the functioning of the water distribution system including hydrants, pumps, valves, meters and taps; roadway and sewer design; traffic engineering standards and applications; experience with permitting and inspectional requirements of various regulatory agencies (e.g. IEPA, MWRD, IDOT, Metra, etc.); project cost estimates and keeping job records; capability to simultaneously manage multiple design projects, construction projects, permit reviews and permit inspections; reading engineering drawings relating to construction and maintenance work; establishing and maintaining effective work relationships and public relations; inspecting public works and utility activities; application of the methods and practices of public works and utility system construction, maintenance and repair; and experience in public speaking.

REQUIRED KNOWLEDGE, TRAINING AND EXPERIENCE:

A minimum of five years of experience in Public Works design and construction, construction engineering experience with state and federal funding documentation requirements; computer proficiency with Microsoft software is essential; superior written and verbal communication skills. An Illinois Class B Commercial Driver License is required.



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The Communication Tool for ILCMA & IAMMA

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

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- 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 www.netqa.org/ILGNET/_cs/GNSplash.aspx or www.ilcma.org and follow the instructions on the homepage.