

City/County Management IN ILLINOIS

Volume 12 No. 10

Strengthening the quality
of local governance through
professional management

JUNE
2017

Calendar of Events

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

June 1
SWICMA Lunch
Bi-State Development

June 7
Legacy Project Luncheon
Naperville, IL

June 14 - 16
ILCMA Summer Conference
Eagle Ridge, Galena, IL

July 6
SWICMA Luncheon
Collinsville, IL

July 12
Legacy Project Luncheon
Westchester, IL

August 2
Legacy Project Luncheon
Elk Grove Village, IL

August 3
SWICMA Luncheon
Columbia, IL

August 3 - 4
Downstate Summer Meeting
Effingham, IL

September 6
Legacy Project Luncheon
Naperville, IL

September 7
SWICMA Luncheon
O'Fallon, IL

September 21 - 24
IML Conference
Chicago, IL

October 5, 2017
SWICMA Luncheon
Edwardsville, IL

October 21 - 25, 2017
ICMA Conference
San Antonio, TX

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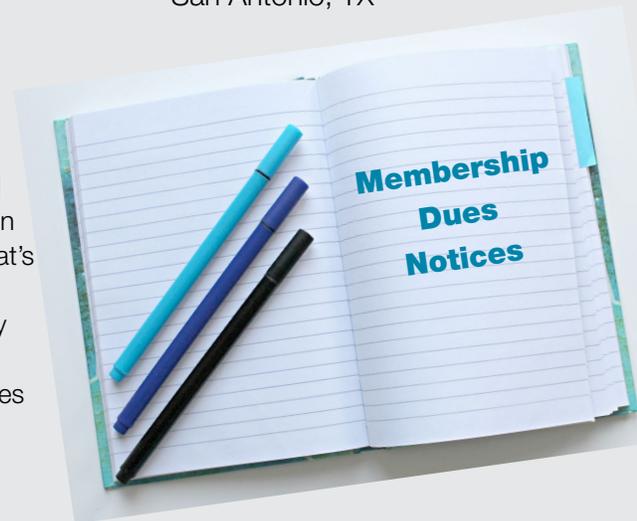
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No Newsletter in July

Due to the ILCMA Summer Conference, *City/County Management in Illinois* will not be published in July. August 1 is the next publication date. Articles for that newsletter will be due to the Secretariat by July 10, 2017. A job supplement will be forthcoming in July so continue to send in your job ads.

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



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

DISCLAIMER. Statements or expressions of opinions appearing herein are those of the authors and not necessarily those of the Association or its editor. The publication of any advertisement is not to be construed as an endorsement of the product or service offered.

President's Column

By Mike Baker, Deputy Village Manager, Downers Grove President, ILCMA

This will be my last newsletter as President of ILCMA. I want to begin by thanking the following groups of people, who are all key to making this organization as strong and effective as it has become:

- The Board members, for their dedicated service;
- The Committee chairs/members, for the tremendous work that they have accomplished;
- The ILCMA Secretariat, for its high level of commitment and professionalism;
- The Corporate Partners, for their support and solutions; and
- The Members, for your active involvement in ILCMA and dedication to this great profession.

Professional local government in Illinois is better because of all that you have done and will continue to do!

How do I know that we have a highly engaged membership that contributes so much? Well, we recently conducted a member survey...and got an unprecedented 61% response rate! This is a great indication of the kind of active membership that we have, and the survey results will help next year's Board prepare a three-year strategic plan later this summer based on your direct input. I'm looking forward to participating in that process, and have no doubt that ILCMA will improve upon its strong performance under the leadership of incoming President Barry Burton and the rest of the 2017-18 Board.

As I conclude, I'm reminded of a sonnet by William Shakespeare that I first read in college and find myself revisiting when something truly meaningful is coming to an end. Enjoy!

SONNET 73

*That time of year thou may'st in me behold
 When yellow leaves, or none, or few, do hang
 Upon those boughs which shake against the cold,
 Bare ruin'd choirs, where late the sweet birds sang.
 In me thou see'st the twilight of such day,
 As after sunset fadeth in the west,
 Which by-and-by black night doth take away,
 Death's second self, that seals up all in rest.
 In me thou see'st the glowing of such fire
 That on the ashes of his youth doth lie,
 As the death-bed whereon it must expire
 Consum'd with that which it was nourish'd by.
 This thou perceivest, which makes thy love more strong,
 To love that well which thou must leave ere long.*



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Welcome New Members

Pat Eaves Heard, Manager-Community Relations & Economic Development, Nicor Gas
 LaTisha Paslay, Administrator, City of Vandalia



MIT Lifesaver Award

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

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

ILCMA Members who have been awarded the first two ILCMA Lifesaver Awards:

Kathleen Gargano, Village Manager, Hinsdale

Jim Arndt, City Administrator, Effingham

Jim and Kathleen will be recognized at the upcoming ILCMA Summer Conference.



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Corporate Partner Spotlight

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

Maximizing Local Sales Tax Revenues Through Professional Partnerships

By Scott Shamberg, Azavar Audit Solutions, Inc.

City managers understand better than anyone in their communities how important it is to make the most of every tax dollar that comes in. Whether it's carefully watching to ensure workers are making the most of their time on the job, or scrutinizing programs and services to do more with less, managers know their success is determined by how far those dollars can be stretched.

Sales taxes are a key source of revenue that communities need to understand and watch closely to ensure every dollar intended for them reaches them.

Understanding Sales Tax Data

The state's 6.25 percent sales tax distributes 1 percent to municipalities and can add their own sales tax by referendum or home rule ordinance but the latter does not include food, drug and medical appliances. Communities have access to two sets of data about their local businesses to track sales taxes – address location data, and financial data.

The address data contains all of the information about the business: name, SIC code, location, account number, address type and more. The financial data contains the amount of money remitted and account number, covering four months of revenue. Data is made available to communities three times a year: February (for September-December), June (for January-April) and October (for May-August).

The Illinois Department of Revenue is working to make data available electronically and to release it quarterly. IDOR now makes it available to third parties who work with local communities, but only if those third parties do not work on contingency – a deterrent for communities who believe they have revenues to be discovered uncollected but are short on funds to pay for the review to find those funds.

Making an Impact on Communities

Communities' resources are limited to track complex sales tax receipts and collections. By bringing in an outside professional, who charges the community only a percentage of the funds they find, communities can find significant revenues – sometimes hundreds of thousands of dollars – and have a partner to help them with other financial needs, such as creating usable debt service schedules when issuing debt that is secured by sales tax revenue.



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Get Involved to Protect Your Financial Freedom

More than 200 local governments around Illinois have joined together to support legislation in Springfield, House Bill 2717 being sponsored by Rep. Chris Welch, that would ensure this powerful financial tool can still be an asset for cities. Welch's legislation would make clear that this sensitive data can be shared with companies that contract with local government, and provide for the first time a 21st Century standard for how it must be protected by everyone who has access to it.

Remember: without this new legislation, city managers could be charged with a misdemeanor if a CD of local sales tax information or other sensitive data would be opened by a mail clerk, shared with a city council finance chairman or used in a PowerPoint presentation for a bond rating company.

Illinois should join California, Nebraska, Louisiana and other states to provide the protection cities deserve for local finances, by working with talented professional consultants much as they work with accountants and lawyers to meet vital needs at the appropriate cost for communities. Join with us to support this legislation for the very essence of local control: developing the economic base to support top-notch services and programs, improving credit ratings and protecting taxpayer data.

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.

The Affordable Care Act going, going, not gone yet!

By Arthur J Gallagher & Co.

As the second attempt to repeal the Affordable Care Act (ACA aka Obamacare) is occurring, many of you have upcoming bargaining agreements and in most cases a rich level of costly benefits. The Cadillac tax issue is still part of that repeal; it is just delayed until 2025 with no indication of what constitutes the cost of a Cadillac plan. You still face the issue of cost. Employee Benefits remains the 3rd largest line item in your budget.

With multiple unions in place, changes impacting only your non-union personnel will not have the overall budget impact that you desire. Leveraging your unions is the answer, but how do you achieve the results that you desire?

This is a question of benefits and how that is a part of total compensation. By increasing the medical plan deductible and out of pocket amount, you can decrease the premium for that plan. The same strategy that we use when purchasing or renewing our car insurance. The key is to then move the savings realized from the medical plan to enhance benefits such as dental coverage with higher annual maximums, increasing the life insurance benefit and even offering vision coverage if you don't have a plan currently. Why? Because all of these coverages have a much lower inflation rate than your medical plan premium and will provide a fuller range of benefits to employees.

Where do you start? With those non-union employees. Offering the enhanced dental and life insurance benefits to non-union employees will make them happy. Moreover, news of the changes should be shared within your organization. This will lead to your unions reaching out to you and asking about those enhanced benefits for the union. Several county and municipal clients have successfully used this strategy to get their unions to the bargaining table with less expensive medical plan options. Having benchmarking data from your peers and the private sector, is a key factor in this discussion as that is who you compete with for talent.

With more than 70 municipal clients in the state, Gallagher Benefit Services will consult with your entity on the following:

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- » Other voluntary benefits
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- » Flexible Spending Accounts
- » Healthcare Reform
- » Compliance
- » Property & Casualty
- » Workers Compensation
- » Municipal Retirement/ Executive Consulting
- » Cooperative Purchasing
- » HR Consulting

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Then, if the Cadillac tax hits, or even if it does not, you have decreased the medical benefit cost of your benefits package and slowed the rate of inflation on what you do offer to your employees. And you've brought your benefits in line with private sector standards, which often is a topic of conversation among your Board members. For specific case studies on how this process has benefited our clients, please reach out to the Gallagher team.

ILCMA 2017 SUMMER CONFERENCE

PUTTING TOGETHER AN ALL-STAR TEAM:

Every Day is Game Seven.



**JUN
14-16
2017**

REGISTER BY JUNE 7

TENTATIVE SCHEDULE

WEDNESDAY, JUNE 14

9:00 A.M. – 5:00 P.M.
Registration Open

9:15 A.M.
Nine Hole Golf at Eagle Ridge East Course

10:00 A.M.
Golf
18 Hole Scramble & Conventional Golf:
Eagle Ridge North Course

1:00 P.M. – 4:00 P.M.
ICMA RC Appointments
(see page 2 for details)

1:00 P.M. – 3:30 P.M.
Pre-conference Workshop
So You Want to Be Smart: Harnessing,
Leading, and Managing Risk Around
Digital Disruptions

1:00 P.M. – 5:00 P.M.
Exhibitor Set-up

6:00 P.M.
Western BBQ

THURSDAY, JUNE 15

7:00 A.M. – 7:45 A.M.
Legacy Walk

7:30 A.M. – 8:30 A.M.
Registration and Breakfast

8:30 A.M. – 10:00 A.M.
Keynote Address by James Kane
The Loyalty Switch

9:00 A.M. – 4:00 P.M.
ICMA RC Appointments

10:00 A.M. – 10:30 A.M.
Break in Exhibit Hall

10:30 A.M. – 5:00 P.M.
Mock Interviews and Resume Reviews

10:30 A.M. – 11:45 A.M.
Concurrent Sessions:
Session 1: Tools for the Balancing Act –
Exploring Local Government Success
Criteria and Understanding the Critical Psychologi-
cal Strengths that Define Leaders
Session 2: The Municipal Workplace
Reimagined: Bringing Innovation and
Employee Wellness to a Competitive
Environment

11:45 A.M. – 12:15 P.M.
Break in Exhibit Hall

12:15 A.M. – 1:15 P.M.
Lunch & Business Meeting

1:15 P.M. – 1:45 P.M.
Dessert in Exhibit Hall

1:45 P.M. – 3:00 P.M.
Concurrent Sessions:
Session 1: Building Back Trust in Policing:
How to Create an Effective Community
Relations Plan
Session 2: I Know the ICMA Code of Ethics
is Important. But is it THAT Important, and
Should I Be Promoting it in My Organization?

3:00 P.M. – 3:15 P.M.
Break in Exhibit Hall

3:15 P.M. – 4:30 P.M.
Concurrent Sessions:
Session 1: The State of Housing Supply in Illinois
Session 2: Is it Time to Move on? Yikes! I've Been
Fired – What's It Like Out There? What If I Don't
Want to be a Manager Again?

6:30 P.M. – 8:30 P.M.
Reception, Dinner & Awards

7:00 P.M. – 10:00 P.M.
Kids Night Out

8:30 P.M. – 10:30 P.M.
ILCMA Social Event – Taste of Galena

FRIDAY, JUNE 16

8:00 A.M. – 9:00 A.M.
Breakfast

9:00 A.M. – 11:00 A.M.
ICMA RC Appointments

9:00 A.M. – 10:15 A.M.
Concurrent Sessions:
Session 1: Improv and Improve! The
Leadership and Life Lessons of "Yes, And"
Session 2: If Only We Had More Staff!
Practical Fraud Prevention on a Limited Budget

10:15 A.M. – 10:30 A.M.
Break

10:30 A.M. – 11:45 A.M.
Closing Keynote by Jim "The Rookie" Morris
Never Give Up on a Dream

11:45 A.M.
Raffle
Proceeds from the raffle will go to the ILCMA Win-
ter Conference Undergraduate Student Scholarship
Fund



ILCMA Summer Conference Features

June 14 – 16, 2017

Eagle Ridge Inn and Resort

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THURSDAY OPENING KEYNOTE SPEAKER: James Kane



The Loyalty Switch

In this fascinating and highly entertaining presentation, James Kane takes his audiences on a journey into the human brain, explaining the science behind true loyalty and human relationships. Building on more than 40 years of research, Kane makes the case that human beings have a fundamental need to be loyal and actively seek out specific clues from others that tell them when they can and should be. When organizations or individuals are able to understand and demonstrate those loyalty-building behaviors, they can develop relationships that will last a lifetime and result in unwavering and unlimited support.

FRIDAY CLOSING KEYNOTE: Jim “The Rookie” Morris

Subject of the Hit Movie, *The Rookie*



Never Give Up on a Dream

More than a Cinderella story, Jim Morris' journey is testimony to the power of dreams and their ability to inspire and transform human life. A fast-track minor league player, Morris' dreams were derailed by serious arm injuries. Eleven years later, he was a high school baseball coach, who unexpectedly learned a life-changing lesson from his team. Now a role model to millions, Morris' memoir, *The Rookie*, was made into a major motion picture in which Dennis Quaid portrayed him. A schoolteacher by trade, Morris is a loveable storyteller whose miracle story captivates and inspires audiences to never give up on a dream.

Call for ILCMA Committee Volunteers

Have you wanted to get more involved with ILCMA, but just haven't gotten around to it? Well, now's your chance as the following 2017-2018 Committees need members:

ILCMA Conference Committee

Chair – Pres Elect – Mike Cassady, Mt. Prospect
Co-Chair – Vice President – Ray Rummel, Elk Grove Village

The Conference Committee shall plan and organize the summer and winter conferences. The Conference Committee shall be divided into two subcommittees in order to divide the labor of planning the conferences. The Committee make-up shall be as follows: two representatives from each affiliate (one to serve on the Summer Conference Subcommittee and one to serve on the Winter Conference Subcommittee) and a representative from the host cities for the summer and winter conference when appropriate. There should also be geographic representation on each of the Subcommittees.

Summer Conference Committee – Gateway Center/Doubletree Hotel, Collinsville, June 13 – 15, 2018

2017-18 Chair – Mike Cassady, Mt. Prospect

The Summer Conference Subcommittee shall plan and organize the principal annual Association conference held in June, which includes the Annual Business Meeting.

Winter Conference Committee – Hotel Pere Marquette, Peoria, IL Feb. 7 - 9, 2018

2017-18 Chair – Ray Rummel, Elk Grove Village

The Winter Conference Subcommittee shall plan and organize the Association conference held in February.

Professional Development Committee

2017-18 Chair – Randy Recklaus, Arlington Heights

The Professional Development and Education Committee shall provide information and guidelines to further the continuing education of its members. In addition, the committee assists ILCMA members in achieving continuing education goals for their respective organizations and in periodically reassessing the professional development and continuing education goals of the ILCMA membership. There shall be a commitment to the ICMA credentialing program so members are able to achieve professional development goals. The committee is in need of representation from all affiliates as well as the general membership.

Membership Services Committee

2017-18 Chair – Peggy Halik, Acting Village Administrator, Woodridge

The Membership Services Committee shall evaluate current services and provide recommendations on additional member services. The committee shall be

responsible for facilitating a survey of the membership every two years. Over the past few years the committee has also focused on diversity initiatives, membership development, and recruitment.

Promote the Profession Committee

2017-18 Chair – Kevin Barr

Co-chair – Ghida Neukirch, Highland Park

The Promote the Profession Committee shall coordinate activities to promote the local government management profession to cities, villages, counties, and townships throughout the state. The committee shall also coordinate activities and provide information about the profession to educational institutions.

Committee on Professional Conduct (based on vacancy per term requirements and regional representation)

2017-18 Chair – Jim Norris, Hoffman Estates

The Committee on Professional Conduct is responsible for serving as a fact-finding committee to review ICMA ethics complaints or questions involving Illinois members, developing and carrying out education and training activities to promote the highest ethical standards of conduct, and serving as the primary liaison with the ICMA Committee on Professional Conduct.

If you are interested in serving on any of the above committees, please contact Dawn S. Peters by June 16, 2017 at dpeters@niu.edu or call her at 815-753-0923.

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3rd Quarter
2017 Legacy
Project
Luncheons



Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

3rd Quarter Luncheons

Brown Bag (bring your own)

Wednesday, July 12

Note Change of Date

Westchester Village Hall
10300 W Roosevelt Rd
Westchester, IL 60154

[RSVP for Westchester](#)

Wednesday, August 2

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

[RSVP for Elk Grove](#)

Wednesday, September 6

Sikich Office in Naperville
1415 W Diehl Rd #400
Naperville, IL 60563

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*Luncheons begin at 11:30 a.m.
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IML Managers Monthly Column

Consolidation: Collaboration Is The Key

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

What comes to mind when you hear the word “consolidation”? Most of us think of consolidation as combining one or more local governments or districts into a larger entity. However, if one digs deeper into how this term is being used to define collaborative actions among local governments throughout the State, our assumed definition of this word may change.

Consolidation has become another rallying cry for activism in Illinois. The most striking consolidation move occurred in DuPage County just this winter, when a “ghost” petition was filed to hold a referendum on merging three municipalities (Woodridge, Warrenville, and Lisle) into Naperville. The local leaders of these communities knew nothing of the petition drive and Naperville was never consulted on whether it would even take on these three towns. How could something like this get on the ballot? Would Naperville be bound to accept this consolidation? How would the three merged towns have representation? Was there a cost-benefit analysis or feasibility study completed? Would the citizens of these communities be given sufficient information in order to cast an informative ballot, or would rhetoric rule the day?

These types of actions have actually reduced the legitimacy of participatory and collaborative consolidation. Examples of effective and creative efforts can be found all across the State, and most do not involve the dissolution of a local government body. The Illinois Constitution gives local governments broad powers to enter into agreements with other local governments to provide for efficiency and economies of scale. These consolidations were not mandated or legislated but negotiated and agreed upon by the entities involved. Some examples include: the Intergovernmental Public Benefits Cooperative (IPBC), providing competitive self-funded health care benefits to 123 municipalities; the Suburban Purchasing Cooperative (SPC), first created by the Northwest Municipal Conference, providing low bid contracts for municipal vehicles, equipment and supplies; and all types of mutual aid agreements for ambulance and fire protection, police services, and more recently public works resources. Many of these fine programs were also outlined in the December 17, 2015, Report of the State of Illinois Task Force on Government Consolidation and Unfunded Mandates. It



Educate. Advocate. Empower.

should be noted that most of the case studies provided in this report had nothing to do with eliminating the number of local governments.

The Illinois Municipal League Managers Committee supports the concept of collaborative and participatory consolidation. One of the consolidation efforts being proposed is the merging of all downstate police and fire pensions into one or two pension systems independent from the State similar to the current structure of IMRF. The Committee would also oppose any legislation which would remove or diminish our current authority to collaborate on consolidation of any program or service. “Consolidation” is not a bad noun, as long as “collaborate” remains the adjective.

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Scholarships Help First-Timers Attend Conference

ILCMA Offers Scholarship to ICMA Conference

In order to encourage attendance at the ICMA annual conference, ILCMA and ICMA are pleased to announce they will provide financial assistance to ILCMA members, who are also members of ICMA, wishing to attend their first ICMA conference. ICMA will waive conference registration fees to the annual conference for two ILCMA members. ILCMA will in turn match the dollar amount of those fees to help defray transportation and housing fees. This is an excellent opportunity, particularly for members from communities that do not have the resources to allow their staff to travel to national conferences.

To qualify, **applicants must be a full (corporate/voting) member of ILCMA** and be attending their first ICMA conference. If you are not an ICMA member, ICMA is offering a 50% 1st year's dues discount to state scholarship recipients. To apply send a brief letter explaining how you and your community would benefit from receiving this award. Along with the letter, please enclose an up-to-date resume. Applications are due in the Secretariat office no later than **June 30**. The ILCMA Awards and Scholarship Committee will make a final decision on award recipients around the first week of July. ILCMA will notify ICMA of the names of award recipients indicating they are entitled to a waiver of the conference registration fee.



2017 ICMA Coaching Program

Thrive in local government!



Keys to Thrive In Local Government

- ▶ **Six live webinars per year** spotlighting best practices on key topics from local government professionals throughout the U.S. – invite your whole team to participate.
- ▶ **Digital agendas and archives** with video recordings and extensive presentation materials and examples from dozens of sessions available in a convenient online library – delivering you “professional development in a box” – when you want it and where you want it.
- ▶ **1-1 Coaching** can help you chart a path in local government and help you find information you need. Find a coach with **CoachConnect**, our new digital matchmaking method. Learn the critical elements for productive and enjoyable 1-1 coaching.
- ▶ **Talent Development resources** to make greater use of your talent and have fun doing it.
- ▶ **Speed Coaching** session at the ICMA Annual Conference and templates for use at local level – expand your networks.
- ▶ **Career stories** of ICMA leaders and rising stars offering career insights and tips.
- ▶ **Career Compass column** that address critical career issues.

All resources made available without charge to promote professional development at all levels in local government.

REGISTER NOW

Advance registration is required for each 90-minute webinar. Simply click on the session titles below, or go to icma.org/coachingwebinars to register or access the digital archives. If you can't make a session, you'll receive an automatic notice afterwards with details on how to access the materials and digital recordings.

- ▶ **ATTRACTING AND RETAINING A DYNAMIC WORKFORCE**
Wednesday, March 29
- ▶ **BEING A GREAT COACH AND A WINNING PLAYER IN YOUR ORGANIZATION**
Wednesday, April 19
- ▶ **BEST PRACTICES IN CITIZEN/CUSTOMER SERVICE**
Thursday, May 11
- ▶ **EFFECTIVE COMMUNICATION OF COMPLEX ISSUES TO THE PUBLIC**
Thursday, September 7
- ▶ **STRATEGIES FOR HAVING DIFFICULT CONVERSATIONS**
Wednesday, October 11
- ▶ **TOOLS TO RESOLVE TOUGH ISSUES IN YOUR COMMUNITY**
Thursday, November 9

icma.org/coaching

COACHING IS FOR EVERYONE

Coaching offers value for people at any stage in their careers. As in sports, coaching helps even the best players do better. Why? Because everyone can benefit from sharing best practices and gaining perspectives from others who can help them see their situation and opportunities from a fresh perspective. That's why we organize the Coaching program webinars to serve as whole team learning experiences. It's also why the Speed Coaching and 1-1 Coaching models provide a structure for advice at multiple stages in a career.

ICMA SPEED COACHING

ICMA holds a speed coaching event each year at our annual conference. Participants get career and resume tips in a lively and always popular workshop.

Speed Coaching is also great for state association conferences, professional gatherings, and local area managers meeting. You can find resources and guidelines to organize your Speed Coaching Event at icma.org/speedcoaching.

NEW THIS YEAR

- ▶ **ICMA's CoachConnect:** Find the coach best suited for you faster. Members and non-members of ICMA at any stage of their career can find a coach to help them with their career, a community issue they want a second opinion on, or even the work-life balance challenges of the profession. Learn more at coachconnect.icma.org
- ▶ **ICMA Credentialed Manager Program Credit:** Coaching webinars now qualify for ICMA's Credentialed Manager credits. The six webinars address 12 of the 18 ICMA practice areas. Each webinar registration link notes the relevant practices.
- ▶ **New Talent Development Resources:** To assist you in creating a rewarding new chapter in your talent story, we are providing a **downloadable copy** of the "Take Charge of Your Talent Participant Guide" – ICMA special edition, that's complimentary for participants in the ICMA Coaching Program

Subscribe to the free email list for program updates at icma.org/coaching.

Note: requires an icma.org site login (complimentary).

For more information please contact

Don Maruska, ICMA Coaching Program, ICMACoaching@donmaruska.com or 805-772-4667,
or Rob Carty, Director of Career Services at ICMA, rcarty@icma.org

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icma.org/coaching



Leaders at the Core of Better Communities



Apply for a Conference Scholarship

Scholarships to help members attend Conference

ICMA's Conference scholarships are part of our commitment to attracting a wide and diverse group of people into the local government management profession, developing and mentoring early-to-mid-career professionals already in the field and helping members working in smaller communities, experience the value of the Annual Conference, Here is a list of the scholarship opportunities offered:



<p>2017 ICMA Conference Assistance Scholarships</p>	<p>Scholarships:</p> <ul style="list-style-type: none"> • Young Professional Scholarship • Work Place Diversity Scholarship • Small Community Employee Scholarship <p>Recipients receive a complimentary conference registration, and stipend to offset travel costs, in some cases</p>
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<p>2017 Stene Academic Scholarship</p>	<p>Each year, ICMA selects a graduate school student as the recipient of its \$1,000 Edwin O. Stene Academic Scholarship, named in memory of Kansas University Professor Edwin O. Stene. Travel and housing expenses are not included.</p> <p>In addition to the \$1,000 stipend, the Stene scholarship recipient will receive a complimentary conference registration</p>
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How to Apply

Visit the [website](#) for details, eligibility requirements and applications.
Submission Deadline: Monday, June 5.

Eligible candidates may submit an application to multiple categories, if they meet the eligibility requirements.

Candidates for scholarships must be ICMA members at time of application.

To get a membership application, contact ICMA's Membership Services Department at 202/962-3680; membership@icma.org, or visit the [website](#) to join.

Senior Advisor Column



Don't Take It Personally

By Bob Kuntz, Senior Advisor

During my 42-year career in city management, the phrase that I dreaded most to hear was “don't take it personally”. Whether these words were uttered by my mayor, a member

of the Board, the local newspaper reporter, or a concerned citizen; the impact was always the same. It stung!

We are professionals. We live and breathe to offer the best advice that we can give to objectively offer alternatives and recommendations that are in the best interest of the community that we serve.

Unfortunately, things don't always work out as intended. In the real world, there are political agendas and complications. Sometimes, you just need to know when to let go.

Early on, I came to accept Board decisions on conflicting budget priorities, irrational rejection of low bid contract awards, and short-sighted approval (or rejection) of developments based on NIMBY push back.

I came to terms with these infrequent rejections by reminding myself that policymaking rests in the hands of the elected officials and the constituents that they serve. You may be the administrator/city manager, but it is their city. It was there when you came, and it will be there long after you are gone.

This said, sometimes a situation unfolds when you just can't let go and you take it personally. I was involved in just such a situation a few years back when my long tenured assistant failed to file an insurance claim to protect us from a pending lawsuit filed by disgruntled residents after a controversial development proposal was approved.

Long story short, the legal bills quickly exceeded our deductible, and I had no alternative but to report this financial exposure to my Board of Aldermen. As luck would have it, this bad news was delivered on the heels of my annual performance review and they had just approved a generous salary increase for me.

Even though I had taken appropriate action to resolve this problem, the Board was rightfully incensed by the staff negligence. A closed session was called, and they voted to rescind my raise. I had been judged as responsible, even

An advertisement for ILCMA Community Resource Network. The background is blue with a yellow outline of the state of Illinois. The text "ILCMA" is in large white letters, with "COMMUNITY" in smaller yellow letters below it, and "Resource Network" in even smaller white letters. A yellow box with a dashed border contains the text "INTRODUCING ILCMA Community THE NEW AND IMPROVED ILGNet!". Below this, white text describes the platform's benefits. A yellow box at the bottom contains the text "Visit ILCMA.org and log-on today!".

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FEATURING:

- Easy-to-use, engaging platform
- Pre-defined categories to filter & streamline the search process
- "Recent Discussions" feature to view recent inquiries
- "Remember Me" allows users to follow messages without having to login

Visit **ILCMA.org** and **log-on today!**

though I thought (at the time) that I had done everything that I should. That was a tough pill to swallow!

For months thereafter, I stewed over the injustice of this decision. Finally, my wife put things in perspective by pointing out that I was the man in charge and ultimately, it was my responsibility to get the job done. I had tried to transfer the blame and cloud the issue by taking it personally.

If you stay in this business long enough, sooner or later you may be faced with a decision that just eats you up and you can't let it go. Resist the urge!

Before doing something you might regret - take a deep breath. Talk to your spouse, bounce it off a trusted friend or colleague, or contact your Senior Advisor. We all have support networks. Use them as sounding boards, pick your battles, and don't take it personally.

2017 ILCMA Member Survey Executive Summary

To view the full Member Survey Report, please go to:
https://www.ilcma.org/wp-content/uploads/2015/07/ILCMA-Membership-Survey-Final-Report_2017.pdf

ILCMA conducted its biennial member survey in the Spring of 2017. The survey collected general member information and feedback on various aspects of the organization. Results of the survey are intended to identify strengths and areas for improvements.

General Information

There was a response rate of 61%, which was significantly higher than the previous survey response rate of 42%. 75% of ILCMA members that responded were managers or assistant managers.

IAMMA

IAMMA was the most common ILCMA affiliate organization as far as dual membership. When IAMMA members were asked about the value of IAMMA membership, the majority of IAMMA members believe the organization gives opportunities for networking and professional development. A majority also believe the event topics were relevant to their career. As far as common barriers for event attendance, location, time, scheduling, and distance were among the most common reasons given for absence. When asked about suggestions for future IAMMA events/topics, human resource management and leadership roles were among the most common responses. Furthermore, members frequently stated a preference for seeing the location moved further into the Western suburbs. When ILCMA members were asked why they do not hold IAMMA membership, not qualifying and lack of relevance in current position, were the common reasons given.

ILCMA Member Services

When members were asked to rate the importance of ILCMA member services, the website, newsletter, and salary survey were rated as very important. Furthermore, when asked how well ILCMA provided services, the newsletter, senior advisors, website, and the summer and winter conferences were named among the highest rated services.

Senior Advisor Program

Thirty-nine percent of ILCMA members said they have contacted or consulted with an ILCMA/ICMA Senior Advisor. The majority of members were contacted for general advice purposes. Ninety percent of members who consulted/contacted advisors saw it as being very helpful. As far as improvements, many members suggested more communication and for the Senior Advisors to seek out

member connections. However, the most common reason why members did not contact a senior advisor, was the believe that there was no need.

Members in Transition

Nineteen percent of participants identified themselves as having been a member in transition, and among that group 91% reported being satisfied with the support they received. When asked about which MIT programs they have utilized, the majority named Senior Advisor and the ILCMA Guide for Members in Transition as services used. When asked to give comments/suggestions members often cited the need for better communication and greater awareness of services provided to Members in Transition.

Secretariat

When asked about the performance of the Secretariat, more than two-thirds of respondents rated the services as excellent, with response to inquiries being the most highly rated followed by value as a resource.

Winter and Summer Conferences

Over the last 3 years, roughly 59% of respondents attended the winter conference, up from 53% in 2013 and 54% in 2015. The two most common reasons for individuals not attending was scheduling/too busy and location, with 59% and 26% of respondents reporting this reason. Fifty-seven percent reported attending the summer conference. Similarly, the two most common reasons for not attending were schedule/too busy with 54% and 26% respectively reporting. As far as financial support, 87% of members reported financial support from organizations for ILCMA conference attendance. However, lack of budgeting was also a common reason given for non-attendance.

Professional Development Sessions

When asked to identify possible professional development topics and/or speakers they would like to see members commonly listed programs related to economic development, human resource issues, and organizational development.

IML

When asked about issues/programs members would like to see the IML Managers Committee address budgeting and pensions were among the most common responses.

continued on next page

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ILCMA Activities

When members were asked what ILCMA initiatives they would like to see expanded upon, professional development, enhancing perceptions of local government professionals, and encouraging young and diverse individuals to enter the profession were stated as the most popular responses. When asked about additional programs or services members would like to see, there were a variety of answers ranging from personnel benefits for MITs to elected official training to additional training that is cost effective and much more. Lastly, when asked if they could change one thing about ILCMA, members were generally satisfied, nonetheless some felt smaller events could take place in which those who were unfamiliar with each other could network.

Professional Environment

Members commonly named the State's fiscal crisis, pensions, economic development, and aging infrastructure as the biggest issues facing their communities. Furthermore, general distrust in government, attracting and retaining new talent, lack of respect for the profession and state government fiscal instability were named among the top issues facing the profession. Lastly, balancing work with professional life, attracting quality talent into the profession, professional growth, and dealing with elected officials were listed as the biggest issues facing members personally.

ICMA

82% of members identified as being a member of ICMA. When asked how ILCMA could work better with ICMA to improve the value of both memberships, members pointed to more interaction and training opportunities. When members were asked why they were asked why they were not in ICMA, cost was listed as the main contributing factor with 45% stating so.



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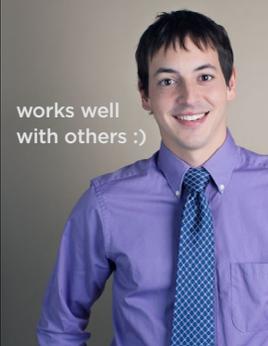
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Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

2nd Quarter 2017 Luncheons

Brown Bag (bring your own)

Wednesday, June 7

11:30pm-1:00pm

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1415 W Diehl Rd #400

Naperville, IL 60563

[RSVP for Naperville](#)

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

Managing Change in Your Organization

Speakers: Craig Rapp and Katy Rush



Whether from internal needs or external pressures, change demands to be understood and managed in such a way that people can cope effectively. Change does not happen in isolation—it impacts

everyone surrounding it, and every person touched by it will react differently. To manage organizational change successfully and positively, you must address the effects of change with thoughtful planning and wise implementation and by involving individual voices. Regardless of what position you hold in local government, this series will provide you some insight on how to manage change effectively within your organization.

Craig Rapp will be joining us in April (Westchester) and May (Elk Grove Village). Craig is a recognized speaker, facilitator and consultant for the public and non-profit sectors and is dedicated to helping individuals gain clarity on their purpose, focus on what matters and achieve the results they desire.

Katy Rush will be leading the discussion in June (Naperville). Katy recently retired as Village Manager at the Village of Woodridge, where she worked for over 20 years.

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

www.legacyprojectnow.org

Legacy Project Honors Kimberly Richardson

At the 6th Annual Women's Legacy Conference in May, the Legacy Project honored Kimberly Richardson, Assistant to the City Manager, Evanston.

Annually, the Legacy Project recognizes an outstanding member for their contribution to the organization and for their efforts for empowering women in local government. This year, the Legacy Project recognized their Treasure and Communications Committee Chair, Kimberly Richardson, with the Legacy Project Award. Kimberly came onto the Legacy Board in 2014 and diligently managed its finances, redesigned The Legacy Project's website, energized the organization's social media accounts, and launched the first e-newsletter, among many other things. Kimberly is not just a leader in the organization, but serves on IAMMA's Board, and was recognized in 2016, by ELGL as a Top 100 Local Governmental Influencer. Her volunteerism demonstrates her commitment to service and leadership. She wholeheartedly embodies The Legacy Project's mission of advancing women in local government through sharing, mentoring, and diversifying.

The Women's Legacy Conference was held on May 21 and had close to 200 registrants. At the event, the 2017-2018 Legacy Project Board was also confirmed. The Legacy Project Board for 2016-2017 is as follows:

- Jennifer McMahon, City of St. Charles, President
- Robin Ellis, Village of New Lenox, President-Elect
- Stephanie Dawkins, City of Geneva, Secretary
- Kimberly Richardson, City of Evanston, Treasurer
- Nancy Hill, Village of Itasca, Past-President
- Denise Burchard, NIU, Director-at-Large
- Robin Weaver, ICMA, Director-at-Large
- Paula Schumacher, Village of Bartlett, Director-at-Large
- Jessica Spencer, Village of Westchester, Director-at-Large



ILCMA Membership Responsibilities For Members In Transition

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

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

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

Do you have Special Projects for which you need Additional Help? Has your Staff been Cut Back, but your Workload Increased or Stayed the Same?

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

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

Professional Resource Program (PRS) – The PRS program consists of retired, semi-retired, and MIT's who are again able to do special projects, fill positions, and provide expert professional services to your local government. For information please visit the ILCMA website at <https://www.ilcma.org/programs-and-services/ilcma-professional-resource-service/>

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

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

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

George Gray	write463@gmail.com	219-765-7014
Tim Ridder	timothyridder@hotmail.com	309-236-0929
Bob Mahrt	RGMahrt@hotmail.com	309- 252-8941
John Kolata	jdkolata@hotmail.com	309-525-2359
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Nonprofits and Community Engagement-Tools and Techniques for Connectedness

June 20, 2017 – NIU-Naperville
Community Surveys: How, When, & Why

The new lineup for 2017-18 will begin in September.

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6:30 p.m. **Social Hour Firefly Grill**
1810 Avenue of Mid America
Effingham, IL 62401
www.ffgrill.com

7:00 p.m. **Dinner Firefly Grill (Select Menu)**

Friday, August 4 - Fairfield Inn and Suites Meeting Room, 1111 N. Henrietta Street, Effingham

8:00 a.m. **Breakfast at the Hotel**

8:30 - 9:15 a.m. **Architectural Tourism**
Local architecture tells a story. This session looks at the creation of a tourism program surrounding local architecture and the stories they tell. The City of Quincy will be used as a successful case study. This session will give you something to ponder as you seek to enhance your ability to draw visitors to your community and increase that precious tourism related dollars.

9:15 - 9:30 a.m. **BREAK - Coffee and Networking Time!**

9:30 - 10:15 a.m. **Biking Tourism in Illinois**
Ed Barsotti, the Chief Programs Officer from Ride Illinois, will be present to educate us on the value of Bicycle Tourism. Over the past few decades we have seen the influx of bicycling related events and tourism. According to adventurecycling.org. More communities and states than ever are investing in building bicycle tourism. Ed will guide us through the process of understanding how to become a bicycle tourism destination.

10:15- 10:30 **BREAK - Coffee and Networking Time!**

10:30 - 11:30 **You've Got Performance Measures, Now what?**
Gregory Kuhn, Kurt Thurmalder, and Eric Zeemering will be present to help us gain a better understanding of the differences between performance measurement and performance management. They will provide a foundation for the construction of useful performance measures to track over time and they will help us understand what's required to effectively deploy benchmarking activities.

11:30 - 12:30 **Business meeting and lunch**
(Lunch is included in the registration fee)

Registration Form for Summer Meeting
Downstate City/County Management Association
August 3 - 4, 2017
Effingham, IL

Name: _____ Title: _____

Jurisdiction: _____

Address: _____

Phone: _____ Email: _____

Registration Fee: \$50 - Includes breakfast and lunch on Friday. Please have your registration in by **Wednesday, July 26, 2017.**

Dinner Reservations: Please indicate if you are planning to arrive in time for dinner at Firefly Grill (you will be sorry if you miss it).

___ Yes, I will attend the Summer Meeting in Effingham on Friday, August 4th.

___ Yes, I will attend the social hour and dinner on Thursday, August 3rd.

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

___ Yes, I will participate in the 5K/1-Mile Run/Walk on Thursday, August 4th.

Registration Deadline: Friday July 26th, 2017

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

Fax : 815-753-7278

Questions: 815-753-5424

Cancellations: To receive a full refund, cancellations must be received by Friday, July 28, 2017. Registrants who do not attend the meeting but have not cancelled, are responsible for the entire fee. Registrants who have not paid will be billed.

Downstate City/County Management Association

Summer Meeting

August 3-4, 2017

Effingham, IL

Please mark you calendars and plan to attend this summer meeting in Effingham, Illinois located at the intersection of I-57 and I-70. The food will be great at our award winning local restaurant, the weather will be nice (for late summer in Illinois), and you will be surrounded by good friends from across the State!



Accommodations: Please call the Fairfield Inn and Suites, 1111 North Henrietta Street, Effingham, IL 62401 at 866-430-2692 to reserve your room. The block has been reserved under ILCMA Downstate Summer Meeting. Room Rates are \$91/night plus tax.

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Village of Richton Park, Community & Economic Development Director

The Village of Richton Park (population 13,765) is seeking talented, experienced and motivated candidates for the position of Community & Economic Development Director. The Village of Richton Park is a mature community located in south Cook County, Illinois, approximately twenty-two (22) miles south of downtown Chicago. The Village of Richton Park spans along the famous Sauk Trail which was used by the Sauk and Pottawatomie tribes for moving between settlements and sacred areas, as well as being a stop along the Underground Railroad. The Village was incorporated in 1926, as the local Illinois Central Railroad Line crossing Sauk Trail became electrified. The Village lies adjacent to the communities of Matteson, Frankfort, Park Forest, and University Park. The Village provides a full range of municipal services with a budget of \$17 million and 150 employees. The Community & Economic Development Director is appointed by the Village Manager. The Community & Economic Development Director is an integral part of the executive management team responsible for the supervision and facilitation of key decisions concerning long range and day-to-day planning, zoning, economic development, building and code enforcement activities. The Department of Community & Economic Development is comprised of the three divisions including Planning and Zoning, Economic Development and Building and Code Enforcement. The department has six full-time employees, two part-time employees and contracts for plumbing and electrical inspections and some economic development activities. Department staff serves as liaison to several advisory boards including the Planning and Zoning Commission, Economic Development Commission and Beautification Committee.

The successful candidate will have the combination of interpersonal skills, technical competency and professional resilience to lead and guide the Village of Richton Park in its future growth efforts. The Village is seeking an experienced professional with a minimum of seven to ten years' management experience in Planning, Zoning and Economic Development including five years of supervisory experience. Previous Building and Code Enforcement responsibility is also essential. Candidates must possess a minimum of Bachelor's Degree in Urban Planning, Public Administration, Economic Development or related field. Individuals with AICP and/or, CECD certifications and a Master's degree are desired.

The Village of Richton Park is offering a competitive benefits package and a starting salary range projected to

be \$95,000+/- DOQ. Candidates should apply online at www.richtonpark.org including cover letter, résumé and current salary information and contact information for five professional references. The Village of Richton Park is an Equal Opportunity Employer and values diversity at all levels of its workforce.

For additional information regarding this position please contact:

The Village of Richton Park

Attn: Human Resources

4455 Sauk Trail

Richton Park, Illinois 60471

Phone: 708-481-8950

E-mail: hr@richtonpark.org

Application deadline: Open until filled

For additional information on the Village of Richton Park visit the Village of Richton Park's web site at www.richtonpark.org

Village of Bartlett, Management Analyst

The Village of Bartlett, Illinois (population of 41,208), a family-oriented community located approximately 60 miles northwest of Chicago, seeks a Management Analyst to join our team.

The Management Analyst performs a variety of professional, technical, and analytical project-based support to the Assistant Village Administrator in collaboration with other members of the Village's leadership team. This position assists with department and Village process improvements as well as handling of confidential information, analysis of data, generation and presentation of reports, budget, policy research and development and maintaining professional public relations with the community and outside agencies.

This position requires a high level of discretion, managing multiple deadlines in a fast-paced environment and the ability to work under minimal supervision. The position of Management Analyst is assigned to the Village Administrator's Office. The Management Analyst is a full-time exempt position under the direct supervision of the



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Assistant Village Administrator. The position is an integral part of the Administration Department and handles highly sensitive and/or confidential information.

The position requires a Master's degree in Public Administration, or similar field of study; the preferred candidate will have at least two years of municipal experience.

The starting salary for the position is \$59,296 commensurate with knowledge, skills and experience. The Village of Bartlett provides a comprehensive benefits package that includes medical, dental, vision and prescription benefits, life insurance coverage, flexible spending accounts, deferred compensation and participation in the Illinois Municipal Retirement Fund (IMRF).

Interested candidates must submit an application online at: www.village.bartlett.il.us Questions regarding the position should be directed to:

Janelle Terrance

Human Resources Director

jterrance@vbartlett.org

630-540-5942

Deadline for applications is Monday, June 5, 2017 ~ 4:30pm The Village of Bartlett is an Equal Opportunity Employer

DuPage County, Policy Research and Grants Coordinator

DuPage County Government seeks a Policy Research and Grants Coordinator position.

Responsibilities include:

- Researches policy and program initiatives related to the operations of County government
- Assists with compiling, analyzing and interpreting data used by elected officials in developing recommendations on policies and programs
- Serves as a staff liaison to the Judicial Public Safety Committee and other County Board Committees as assigned
- Assists with agenda preparation and action items for the Committee Chairman
- Provides support to the County Board Chairman and County Board Members with program planning, research, and issue development
- Makes presentations regarding ongoing initiatives and projects
- Tracks potential and existing grant activities
- Researches available sources of grant funding along with identifying the County's priorities and needs



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- Plans, conducts and manages special projects
- Assists with other policy, research and grant related duties as assigned

Requirements include the following experience or equivalent combination of training and experience:

- Completion of a Bachelor's degree in Political Science, Public/Business Administration, or related degree along with two years of experience in policy/programs administration

The preferred candidate will have

- Knowledge of local and state government structure
- Experience with public policy research and analysis
- Understanding of criminal justice system
- Strong technical Proficiency in Outlook, Word, Excel, and PowerPoint
- Strong communication, writing and interpersonal skills

A pre-employment background check is required.

The starting salary for this position is \$50,000- \$55,000 annually. Qualified candidates may apply for this position by following the application for employment process found at <http://www.dupageco.org/HR/>. DuPage County is an Equal Opportunity Employer.

City of Bloomington, Senior Budget Manager

GovHR USA is pleased to announce the recruitment of candidates and selection process for the next Senior Budget Manager for the City of Bloomington.

The Senior Budget Manager reports directly to the Finance Director and will be responsible for developing, analyzing, recommending and monitoring work related to the City budget in conformity with generally accepted accounting principles and state and local law. This position will compile, plan, review and monitor both the operating and capital budgets. The Senior Budget Manager participates in long term financial and capital planning, policy and procedure development and supervises the Budget Analyst who will assist in the execution of duties as related to this position. The Budget Manager will make recommendations and generate city policy and procedure related to the budget

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according to applicable guidance and industry best practices.

Qualified individuals will be expected to have a strong background in government accounting, including experience with GASB, budget preparation and management, and a minimum of three years progressively responsible professional finance experience, including supervisory experience in a local public agency. Knowledge of Tyler Munis Software, Sequel Server Reporting Services (SSRS) and strong technical skills in Excel a plus. Bachelor's Degree in accounting or related field is required, Master's degree and/or CPA is preferred.

Compensation and Benefits

The City offers a salary range of \$72,341 - \$90,426. Appointment salary DOQ. A comprehensive benefit package includes participation in the Illinois Municipal Retirement Fund (IMRF), health insurance including medical, dental, and vision coverage (also available to dependents), life insurance. The City also offers paid vacation, holidays and personal days and sick time.

Selection Process

Candidates should apply online immediately with a resume, cover letter and contact information for three professional references. First review of candidates shall occur on June 26, 2017.

For Questions Contact:

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

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

The City of Bloomington is an Equal Opportunity Employer

City of Joliet, City Manager

City Manager, City of Joliet, IL (149,500) Joliet is one of the fastest-growing cities in the country. Since 1990, Joliet has grown from a population of 77,000 occupying approximately 30 square miles of land to 149,386 people occupying 63 square miles of land. Following the results

of a special census conducted in 2016, Census Bureau estimates indicate Joliet is now the third largest City in Illinois. Joliet is also the largest Council-Manager city in Illinois. The City seeks candidates for the next City Manager as a result of the retirement of its current City Manager.

Joliet's strategic location 45 miles southwest of Chicago is a key factor in its economic success and will continue to be so in the years ahead. The City is served by multiple interstate highways, four Class I railroads; and an inland waterway system. New investments in rail and intermodal have made Joliet and Will County the largest inland port in North America. The City has experienced over 5 million square feet of annual industrial construction attracting such companies as Amazon, IKEA, Mars, Whirlpool, Saddle Creek Logistics and others.

Joliet is an attractive entertainment center. Harrah's Casino and Hollywood Casino draw hundreds of thousands of visitors to Joliet each year. The historic and beautifully renovated Rialto Theater provides a full schedule of theater, musical and other cultural attractions. City-owned Slammers Field, constructed in 2002 in downtown Joliet, is the home of the Joliet Slammers, a minor-league baseball team which plays in the independent Frontier League. Auto racing, including NASCAR and Nationwide series races at the Chicagoland Speedway and NHRA races at the Route 66 Raceway, are two venues which draw many regional and national fans to Joliet on an annual basis.

The City of Joliet is a home rule municipality that operates under the Council/Manager form of government. The Mayor and eight City Council Members are elected to four-year, overlapping terms. The City Council appoints the City Manager.

The position requires the following:

- A Bachelor's Degree; a Master's degree in Public Administration, Public Policy or related field is preferred;
- Five (5) years progressively responsible municipal experience in a community of similar size and complexity, or any equivalent combination of education and experience that would demonstrate the skills and abilities to perform the work.
- Candidates must have strong leadership skills, open and honest communication skills and an approachable style, and the proven ability to establish and maintain strong working relationships.
- Strong financial and budget management experience, economic development success, and labor relations experience.
- The ability to express ideas effectively in written and oral form is also required.

Starting salary range is \$185,000 to \$220,000, depending on qualifications and experience. Excellent benefits



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package. Residency is required within one year of appointment. Submit résumé, cover letter, and contact information for five professional references by June 16, 2017 online to GovHR USA, LLC – www.govhrusa.com/current-positions/recruitment. Questions regarding the recruitment may be directed to Joellen C. Earl, CEO, GovHR USA at 847-380-3238.

City of Decatur, Economic and Community Development Director

Decatur, IL (pop. 73,500) The City of Decatur is seeking energetic, professional and accomplished candidates for the newly created Economic and Community Development Director position. Ideal candidates will have well rounded management experience in public and/or private sectors with a focus in economic development, neighborhood regeneration and redevelopment, planning/zoning and/or code enforcement. The new Director will have the opportunity to guide the organization as it transitions into this newly created Department which was recently approved by Council. The Economic and Community Development Director will have the responsibilities that include leading the City's economic development efforts, neighborhood redevelopment, current and long-range planning efforts in coordination with the City's strategic plan as well as directing and managing planning, zoning, development review, permitting, building inspections and code compliance activities within the City. Decatur is an established community in central Illinois that has a rich history and an impressive economic outlook. Decatur is a family oriented community and provides its residents and visitors with a variety of cultural, educational, recreational and entertainment opportunities. Located 40 miles from




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Jim Bilotta
JPBilotta@aquaaamerica.com
815-614-2042

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the state capital in Springfield and practically equidistant to Chicago, Indianapolis and St. Louis, Decatur is situated in a prime geographic location. Decatur recently ranked as a top 12 Best Illinois Cities for Families, a Top 50 Best City for Global Trade, one of the Top 50 Safest Cities in Illinois and a top city in the country for physicians to live.

The City of Decatur Economic and Community Development Department has 21 employees and has a departmental budget of \$15.8 million (including \$7.4million for Mass Transit). The Director will serve as the Zoning Administrator, a member of the Macon County Regional Planning Commission and departmental personnel serve as staff liaisons to the Plan Commission, Zoning Board of Appeals and the Historical and Architectural Sites Commission. The Divisions of the Department are Economic Development, Building Inspections, Mass Transit, Neighborhood Inspections, Neighborhood Services and Planning and Sustainability. The Director is appointed by the City Manager and serves on the Manager's executive leadership team.

The successful candidate will have the following qualifications and experiences:

- A commitment to creative, problem-solving through teamwork and professionalism, outstanding supervisory and administrative skills and highly developed interpersonal and oral/written communication skills.

- A demonstrated record of team-oriented style leadership with a comprehensive knowledge of economic development, building inspections and code enforcement, urban planning and development concepts, principles, strategies, practices and techniques, mass transit and the ability to facilitate the development of a strong solutions based, customer-service focused department.

- A bachelor's degree in economic development, urban planning, architecture, public and/or business administration, or a related field with a preference for CEcD or AICP designation and seven to ten years of progressively responsible senior level management experience. A master's degree is strongly preferred.

The starting salary range projected to be \$110,000+/- DOQ. Residency within the corporate limits of Decatur is required within one year. Apply online with resume, cover letter and contact information for three professional references by June 16, 2017 to the attention of Sarah McKee, Vice-President, GovHRUSA, 630 Dundee Road #130, Northbrook, IL 60062. Tel: (847) 380-3240. Equal Opportunity Employer.

Village of Bradley, Village Administrator

Bradley, IL (15,895 pop.) seeks full-time professional administrator to serve our growing residential / commercial community. The Village of Bradley is located approximately 50 miles south of the Chicago metropolitan area. The Village has 80 full time employees with a \$21.3 million annual budget.

At least 5 years of municipal management experience and a bachelor's degree in Public Administration or Business related field or any combination of education and experience to meet the desired levels required. Candidates must possess excellent interpersonal and communication skills and a proven record in effective service delivery, financial management and economic development. Knowledge of budgeting, financial management, personnel management, labor relations, planning, zoning and economic development principles and procedures are important. The Administrator is appointed by the Village President and is confirmed by the Village Trustees serving staggered four year terms.

Starting salary commensurate with experience and qualifications. Applicants must submit a cover letter with resume containing 3 professional references and contact information. Applications must be submitted no later than June 16, 2017. Job description is available upon request. Send inquiries and apply to Village President, 147 S. Michigan Ave. Bradley, IL 60915
Email: bwadams@bradleyil.org Phone 815-932-2125
Fax 815-933-9496 The Village of Bradley is an EOE.

City of DeKalb, Finance Director

The City of DeKalb, Illinois is seeking a Finance Director to join our team. The Finance Director oversees the financial processes, policies and systems for the City including budget development, financial forecasting, accounting and financial reporting, auditing, treasury management, investments, payroll, purchasing, utility billing, debt administration, property and casualty insurance, licensing, revenue collection and vendor disbursements. The Finance Director will develop and collaborate with departments to incorporate sound financial processes that integrate and align with the strategic objectives of the City.

The position of Finance Director is a department head level position and a key member of the Executive Team, who reports to the Assistant City Manager. The position is a full time exempt position requiring attendance at meetings outside of regular business hours including weekends. The Finance Director works in an office environment and is frequently away from the department attending meetings in other locations. This position routinely handles highly sensitive and/or confidential information. This position will also collaborate regularly with City staff, elected officials, committee members and the community at large. The

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Finance Director will lead and supervise department staff with direct supervision of the Assistant Finance Director. The Finance Director position requires residency in the DeKalb City limits or the ability to establish residency within the City limits in an agreed upon timeframe. A relocation package is available. The starting salary for the position is \$125,000 +/- commensurate with knowledge, skills and experience.

The City of DeKalb provides a comprehensive benefits package that includes medical, dental, vision and prescription benefits, life insurance coverage, HSA & flexible spending accounts, deferred compensation and participation in the Illinois Municipal Retirement Fund (IMRF). Please visit our website to view the full recruitment brochure, complete job description and application instructions at:

<https://www.governmentjobs.com/careers/cityofdekalb/jobs/1742933/finance-director?pagetype=jobOpportunitiesJobs>

Interested individuals should submit an application, cover letter, resume and five professional references by 5:00 pm on Monday, June 12, 2017 through the above link.

City of Washington, Management Analyst

The City of Washington, IL (pop. 15,134) is accepting applications for a Management Analyst. This position offers a unique opportunity for a civic-minded individual, particularly someone who is interested in starting or continuing a career in local government.

The Management Analyst will work under the supervision of the City Administrator to assist Department Heads with a variety of program areas and special projects. Work will typically involve the following areas: public works & utilities, human resources, and records management. Consult the job description for additional information.

Washington is located in central Illinois, eight miles east of Peoria and 35 miles west of Bloomington/Normal. Our community offers an exceptionally high quality of life supported by excellent schools, safe neighborhoods, diverse parks and recreation offerings, and an appreciation for our rich history.

Compensation for this full-time position includes a salary of \$38,734 and excellent benefits. Interested candidates should apply by June 7, 2017 with a resume, cover letter, and contact information for three work-related references to Jim Culotta, City Administrator, jculotta@ci.washington.il.us or 301 Walnut Street, Washington, IL 61571.

Village of Lindenhurst, Village Administrator

Lindenhurst is an appealing, developing community with a progressive mindset. Located 50 miles north of Chicago and just south of the Wisconsin border, this growing, residential village is seeking an experienced municipal executive to lead its organization, consisting of 40 full and part time employees and is responsible for a \$13.6 million operating and capital budget. The Administrator oversees the day to day operations and may serve as the administrative head of Public Works, Engineering, Building and Zoning, Police, and Administrative departments.

A family oriented community with beautiful neighborhoods, Lindenhurst has high quality schools and enjoys an excellent park system offering a variety of recreational options. Lindenhurst has a track record of being a leader in innovation and has been the beneficiary of a high performing government operation utilizing a business-minded approach.

In continuance of the Village's objective in attracting and acquiring commercial business, we are inviting qualified Administrator candidates with a history of significant economic development experience to apply. The ideal candidate will possess a strong finance/budget background and be comfortable administering a lean budget with limited revenues. The next Administrator will be a strong leader and be able to demonstrate an assertive yet welcoming communication style to residents, elected officials, the business community, and employees. The successful candidate must have the ability to effectively drive progressive change and challenge the status quo while maintaining a strong commitment to excellent customer service. Additionally, we are looking for the next Village Administrator to be an energetic leader possessing excellent capital improvement planning/execution skills.

Having only two Administrators since 1985 is demonstrative of Lindenhurst's collaborative approach to governing. The Village Administrator is appointed by the Mayor and approved by the Board of Trustees. The Mayor, six Trustees and Village Clerk are elected at large to four-year, staggered terms. Bachelor's Degree required; Master's Degree in public administration or related field preferred, plus seven to ten years of progressively responsible experience as a manager/administrator or assistant in a community of comparable size and complexity to Lindenhurst. Residency is desired, but not required. Starting salary range \$140,000-\$150,000 DOQ. Apply with resume, cover letter, and contact information for five professional references by June 2, 2017 to www.govhrusa.com/current-positions/recruitment to the attention of Kathleen Rush, 630 Dundee Road, Suite 130, Northbrook, IL 60062 Tel: 847-380-3240.

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Village of Northbrook, Project Manager I

The Village of Northbrook is seeking a thorough and detail oriented individual for the position of Project Manager I in the Public Works Department. The Village of Northbrook has a robust Capital Improvement Plan which includes annual programs for asphalt and concrete street improvements, water distribution system improvements, sidewalk, and storm and sanitary sewer improvements. The Project Manager I position plays an integral role in these projects developing specifications and plans for these projects and overseeing their construction, and from time to time overseeing outside engineering firms contracted for various projects.

Reporting to the Capital Projects Manager, the Project Manager I position will be responsible for the computer based design, inspection, and project management of a variety of civil engineering projects. The Project Manager I position will work indoors and outdoors throughout the year in all weather conditions and will be expected to work occasional nights and weekends as required to ensure the successful completion of projects.

The ideal candidate will be knowledgeable in design and construction methods for roadways, water main, storm and sanitary sewers, and other civil engineering projects. Essential duties will include use of the Microsoft Office Suite, ArcMap/ArcGIS, and AutoCAD/Civil3D to design projects and prepare bid specifications and contract documents for their construction. Other essential duties include surveying in the field, the oversight of contractors and jobsites, documenting quantities for payouts, and managing projects to remain in budget.

Qualified applicants must possess a Bachelor's degree in Civil Engineering. A minimum of 1 to 2 years of relevant field experience and AutoCAD/Civil3D experience is desired. Candidates must also possess good written and oral communication skills and have a valid Illinois drivers license. Starting salary is for this non-exempt position is \$62,500 - \$67,500.

Apply with resume and cover letter to: Village of Northbrook, Human Resources Manager, 1225 Cedar Lane, Northbrook, IL 60062 or e-mail at hr@northbrook.il.us, with PROJECT MANAGER I in the subject field. Position will remain open until filled.

Village of Itasca, Chief Administrative Officer/ Village Administrator

The Village of Itasca, Illinois is an attractive, vibrant community located 27 miles northwest of downtown Chicago and 6 miles west of O'Hare International Airport. With a resident population of 8,800 and proximity to major expressways and rail transportation, the Village offers an ideal balance of residential, commercial, industrial and open space. The Village received the prestigious ILEAP Accreditation in 2016 for its Police Department. Itasca is also proud of its award winning School District and a Park District which has been recognized as a 2016 National Gold Medal finalist by the National Recreation and Park Association. Itasca's motto "Committed to Our Future, Inspired by Our Past", clearly illustrates small town charm and a progressive community which is a vital part of a major metropolitan center. The Village is recognized as a very desirable place to live and work.

With an annual operating budget of \$32 million, the Village government operates a full-time police department, community development department, public works department, a waste water treatment facility and a business office. Department heads report to the Village Administrator, who serves as the Chief Administrative Officer of the Village. The Village Administrator reports directly to the Mayor, who presides over a six member elected Village Board. The Mayor and Village Board are currently conducting a search for a professional Village Administrator. The successful candidate will be responsible for the day-to-day operations of the Village. He or she will work with the Mayor and Village Board collaboratively to set policy, address personnel issues, develop budgets, promote economic development, work with residents and businesses and address problems as they occur. He or she must be capable of guiding and working well with a group of professional and talented department heads and help set and follow a vision for the future. He or she must also work well with other municipal, county, state and federal government agencies, in a collaborative and leadership role.

A bachelor's degree in government, public administration or a related field is required. A master's degree is preferred. A minimum of 5 years municipal management or related work experience is required. Salary and benefits are competitive with municipalities of similar size and will also be based upon qualifications and compatibility. Submit cover letter, resume, job application and 5 professional references to the Village no later than June 30, 2017:

Village of Itasca
Attn: Ioana Ardelean, HR Manager
550 W. Irving Park Rd
Itasca, IL 60143

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

itascahr@itasca.com
Phone: 630-773-0835

Job applications can be found on the Village website at <http://www.itasca.com/jobs.aspx>.

Any offer of employment will be conditional upon completion of a background check and pre-employment drug screen. The Village of Itasca is an Equal Employment Opportunity Employer

Village of Vernon Hills, Full Time Accountant

Vernon Hills is a progressive Aaa rated community with 104 Full-Time employees and a \$20 million operating budget. The Village provides Police services, including a multi-jurisdictional dispatch center; Public Works services including street, landscape, building and equipment maintenance; Community Development; Golf Course and Athletic Complex operations; a Metra station and special events. The Finance Department is responsible for the financial, information technology, risk management and human resources operations of the Village. Duties will include, but not be limited to, timely preparation of monthly and annual financial reports, payroll, billing and preparation of cash and investment schedules. This position will assist with annual audits, reconciliation and verification of bank accounts balances with the general ledger.

Qualified candidates will have an undergraduate degree in Finance, Accounting or related field. A CPA is a plus. A minimum of one to three (1-3) years of experience in governmental finance is preferred. Candidates should possess knowledge of generally accepted accounting principles and familiarization with accounting and financial management concepts, an advanced understanding of Microsoft Office applications, strong organizations skills and excellent written and verbal communication skills. Experience with Munis, Kronos or a similar governmental financial system preferred. Successful candidates must be team-oriented, have a high level of professionalism, excellent organizational skills and attention to detail.

The Village of Vernon Hills offers starting salary of \$56,157 with an excellent benefits package. Employment is contingent upon successful completion of a pre-employment physical, drug screen and background investigation.

To apply send a resume and a completed application to Nikki Larson: nikkil@vhills.org by 5:00 pm on June 9, 2017. The application is available at www.vernonhills.org. AN EQUAL OPPORTUNITY EMPLOYER M/F/D

City of Rochelle, City Manager

The City operates under the City Manager Statutes of the State of Illinois which states that "The City Manager shall be the Chief Administrative Officer of the City and shall be responsible to the City Council for the proper administration of all affairs of the City." Working closely with the City Council, city staff, community organizations, the business community and citizens, the City Manager's office ensures that quality services and programs are available to meet the needs of the City of Rochelle.

The City of Rochelle provides a full range of services with departments including Police Department with 911 dispatch; Fire Department with ambulance service; Street Department: construction and maintenance of streets and other infrastructure, traffic control, on- and off-street parking, snow and leaf removal, and cemetery maintenance; City Engineer; Community Development: building inspections, licenses and permits; Water and Water Reclamation Department and landfill property; Electric Department: transmission, distribution and generation; Advanced Communication Services with Tech Center offering internet fiber; Customer Service and Economic Development with City owned railroad and municipal airport.

Qualifications

- A strong understanding of the issues facing governmental entities and vision to propel a municipal utility to its apex through comprehensive strategic planning (short, mid, and long-range)
- Demonstrated leadership/management skills and integrity.
- Candidates must have a bachelor's degree in business, finance, accounting, or public administration. A Master's degree is preferred.
- The Candidate must possess a minimum of 10 years of executive level management experience.
- Must be able to build and maintain relationships with business/industrial/civic entities.
- Excellent oral and written communication skills to relate effectively to the Mayor, Council members, employees, customers and citizens.
- Preferred: work experience in governmental relations; extensive 10+ years high level experience in management, finance, contract negotiations; and entrepreneurial work history.

The City Manager is appointed by the City Council. Residency requirement. Starting salary range: \$120,000 - \$150,000 DOQ. Excellent benefit package.

Candidates should apply by 06/12/2017 with cover letter, resume, and contact information for five (5) work related reference to: hr@rochelleil.us

Questions may be directed to HR Coordinator, Nancy Bingham @ (815)561-2054 or hr@rochelleil.us

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ILGNet is now ILCMA Community Resource Network



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

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

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