

# City/County Management *in* ILLINOIS

*Strengthening the quality of local governance through professional management*

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## CALENDAR OF EVENTS

For complete details on events please visit the ILCMA calendar at [www.ilcma.org/currentevents.aspx](http://www.ilcma.org/currentevents.aspx)

**June 4, 2010**

SWICMA Luncheon

Location: Columbia, IL

## ILCMA SUMMER CONFERENCE JUNE 9-11



**August 12-13, 2010**

Downstate Summer Meeting

Location: Monmouth, IL

**October 17-20, 2010**

ICMA Conference

Location: San Jose, CA

## ANNOUNCING NEW ICMA CREDENTIALLED MANAGERS AND CANDIDATES

Congratulations to the newest ICMA Credentialed Managers and Candidates! ICMA Credentialed Managers are professional local government managers qualified by a combination of education and experience, adherence to high standards of integrity, and an assessed commitment to lifelong learning and professional development.

Carl S. Goldsmith, Lombard, IL

David J. Niemeyer, Oak Brook, IL

Stacy Alberts Sigman, Northfield, IL

Bryon D. Vana, Darien, IL

**PRESIDENT'S COLUMN**

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

Even in the midst of the worst economic downturn in most of our lifetimes, the Illinois City/County Management Association has had a wonderful year. Thank you for providing me the honor of serving as your President this past year. It has been a privilege to have served and worked with such a dedicated and innovative group of public administrators who continuously strive to make their Illinois communities a better place to live and work. I would like to take this opportunity to thank all of you for your commitment to ILCMA and professional local government management. I would especially like to thank this year's ILCMA Board of Directors, Committee Chairs, Committee Members and our affiliate organizations for all of their efforts in making this past year a success. As we all know, having a dedicated and professional staff is an extraordinary asset and a key to any organization's prosperity. Dawn Peters, our Executive Director, and her staff have truly done an outstanding job.

Next, on behalf of the entire membership, I would like to extend a very special thank-you to the "Friends of ILCMA", our corporate partner program participants. Without your support, both financial and through involvement, ILCMA would not be able to provide the high quality professional development speakers at ILCMA conferences and events or the professional and technical resources that are provided through your partnership. We are fortunate to have partners, sponsors, and benefactors who support and believe in professional local government management in Illinois.

**Professional Development**

ILCMA's Professional Development offerings ranged from affordable webinars through our partnership with the Alliance for Innovation to workshops offered in conjunction with affiliate meetings to pre-conference seminars to sessions at our two annual conferences. These opportunities are valued greatly by our membership. A perfect example of the success of ILCMA's professional development offerings was this year's ILCMA Winter Conference which had the highest attendance ever with 220 members participating in the outstanding keynote session and professional development sessions. Keeping this in mind, I would like to encourage all members to attend the 2010 ILCMA Summer Conference this month at Eagle Ridge, in Galena Illinois. For more information regarding the Summer Conference and/or to register online, please visit [www.ilcma.org](http://www.ilcma.org).

**ICMA**

In order to improve service and foster a deeper commitment to State organizations, ICMA has made it a goal to formalize partnerships between themselves and their state counterparts. By signing the ICMA/ILCMA state affiliation agreement, the ILCMA Board believes that it will foster the ability to promote membership in ICMA and ILCMA, reduce duplication of effort, and enhance utilization of existing resources more efficiently through coordination with ICMA. Through the agreement, ICMA will broaden association resources for members by serving as a virtual research assistant offering leading best practices, articles from experts and practitioners, as well as sample ordinances, policies, and reports on local governance issues that cross state borders. ICMA will connect members to colleagues across the country with common challenges. For more information regarding this agreement, please visit the ILCMA website.

**Pension Fairness Coalition**

In support of our membership and the communities they serve, ILCMA has joined the Pension Fairness for Illinois Communities Coalition to support efforts to bring fairness to the public safety pension system. The overall goal is to relieve the burden of escalating public safety pension costs on local taxpayers and ensure sustainable retirement benefits for our public safety employees. To say that this has been an interesting process is a profound understatement! Unfortunately at the time this is being written there has been no resolution, however, we were at the table for the negotiations and will continue to play an integral part as this issue progresses. Hopefully we will have a suitable and beneficial resolution soon. To obtain information regarding this coalition and to review its platform, please visit <http://pensionfairness.org/>.

Thank you again for letting me serve as your ILCMA President. It has been an amazing journey and wonderful honor.

James H. Norris  
ILCMA President  
Village Manager, Hoffman Estates



## WELCOME NEW MEMBERS

**Ron Neibert**, City Manager,  
City of Mt. Vernon  
**Martin Lyons**, Assistant City  
Manager, City of Evanston  
**Joseph McRae**, Assistant to the City  
Manager, City of Evanston  
**Geoffrey A. Barklow**, Economic  
Development Director, City  
of East Dubuque  
**Gary King**, President, Lean  
Municipal Services  
**Shanee L. Jackson**, City of Evanston  
**David Fitzgerald**, Intern, Village  
of Hawthorn Woods  
**Frank Guilbo**, Administrative  
Intern, United City of Yorkville  
**Hadley Jane Skeffington-Vos**

## WHO'S WHO

### DIRECTORY UPDATE

**James A. Morani**, has been appointed village administrator of New Baden, IL. His new contact information is:

Village of New Baden  
1 E Hanover Street  
New Baden, IL 62265  
(618) 588-3813  
jmorani@newbadenil.com

New Address:

**Houseal Lavigne Associates LLC**  
134 North LaSalle, Suite 1100  
Chicago, IL 60602  
(312) 372-1008

Last month we misspelled Christina's name.  
Sorry Christina.

**Christina Collison**  
Management Analyst  
Village of Clarendon Hills  
ccollison@clarendonhills.us  
630-286-5402

**Have you paid your 2010-11 dues yet? If not, please send your dues form in today so that you can be included in the Who's Who Directory! Forms can be downloaded on the ILCMA website at <http://www.ilcma.org/membership.htm/>**

## ANNOUNCEMENTS

American Society for Public Administration  
Greater Chicago Chapter  
Honored

**Dawn S. Peters**  
**2010 Model Administrator of the Year**

Northern Illinois University  
on May 7th, 2010

Congratulations Dawn!

### Important Notice 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, 2010. A job supplement will be forthcoming in July so continue to send in your job ads.

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

### CIVIC LEADERSHIP ACADEMY WORKSHOPS



How Can We Help You and Your Staff Prepare for Today's Challenges?

NIU's Civic Leadership Academy has more workshops in the lineup!

Sign up for one of the topics below and begin earning credit for CLA's Leadership Certificate!

- ♦ Managing Technology—June 3
- ♦ Teamwork and Team Building—June 24

Workshops are held at NIU's Naperville campus from 9:00 a.m.—3:30 p.m. Directions can be found by going to <http://www.niu.edu/conferencecenters/directions.shtml>

**Register Today!**

Go to <http://tinyurl.com/claregistration> and if you are looking for ways to stretch your training dollars, checkout the special offer we have for you!

**NIU** Center for  
Governmental Studies  
NIU Outreach

**Effective July 1, 2010  
ILCMA will have a  
new fax number**

**815-753-7278**  
**This number will not be  
active until July 1.**

**CORPORATE PARTNER SPOTLIGHT**

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

**The Importance of Timing and Sequence in Planning**

*By Dan Gardner, Houseal Lavigne Associates*

Municipal managers may find themselves pulled in many different directions when it comes to commissioning a plan or study. There may be budget constraints, Board or Council pressures or a general concern regarding the usefulness of a specific initiative. Regardless of the circumstances, it is imperative that key steps are not disregarded and that actions are taken at the right time and in the proper sequence.

It is not all that dissimilar to taking on a household project where one may be inclined to skip some of the upfront work and move right to the main task. If you fail to prep a room before painting, the end result will be less desirable than if you had performed the necessary upfront tasks. It is the same with planning related decisions. If a lack of time or resources will require shortchanging a process, then a municipality may be better served by waiting to take action, even though it may not be the most popular decision politically.

In other cases, it may not be an issue of timing or financing, but rather a lack of direction or proper understanding of the best process. For example, before preparing illustrative development plans for a downtown, corridor or key site, a thorough market analysis should be conducted. This step is sometimes considered to be either a minor detail or overlooked entirely. However, unless the market is clearly defined, there is a risk of planning something that may not be realistic in terms of market or development feasibility. Nothing is more detrimental to garnering community support than to present a plan that gets everyone excited, but never happens. An even worse scenario is to have something constructed and then remain vacant because the market support was overestimated or never quantified. This type of situation is more likely to occur in a case in which municipal assistance such as TIF funds are provided without the proper due diligence.

As mentioned at the onset, both timing and the sequence of actions are keys to success. Planning efforts such as downtown plans or corridor studies may look at the redevelopment potential of multiple sites including some that are privately owned. This is perfectly acceptable as long as it is done within the context of how the study area may be best developed in the future. This can serve to attract the interest of developers who in turn may work with property owners and the municipality to facilitate the vision and plan for the area. A municipality should not, however, solicit developers for a specific site that it does not control or, at a minimum, in which the property owner is not an active participant in the process. Allowing the solicitation process to get ahead of site control may discourage developer participation and delay rather than create incentive for redevelopment efforts.

A common timing misstep can occur in the updating of Comprehensive Plans and Zoning Ordinances, arguably two of the most commonly referenced documents utilized by staff and officials. While periodic amendments to each may be necessary, the fact is that zoning isn't planning and planning isn't zoning. A revision of the zoning ordinance should follow an update of the comprehensive plan, not the other way around. It is important that the two are consistent, but the zoning ordinance is the regulatory document that is to be guided by the comprehensive plan. You must first determine where you are and where you want to go, before codifying regulations.

Community outreach is another component of most planning initiatives that needs to be well timed in the process. In some municipalities this task causes the most consternation for staff and officials and it is looked upon as a "necessary evil". While there is no doubt that many different things, sometimes unpleasant and/or irrelevant, come out in public workshops and meetings, providing the venue for residents and business owners to give feedback can ensure the success of a project. However, if it is not timed properly, it can have the exact opposite effect. If community outreach is performed at points in which the public feels that they have honestly been allowed to provide their input, it is much more likely to build confidence, consensus and stewardship. If the outreach is performed as an afterthought or delayed until plans are complete, the likelihood of negative reaction is greatly increased, not only for the plan or initiative, but for staff and officials as well.

The concept that "Timing is everything" has been around for a while and still holds true. The one modification that I would add as outlined in the examples of above is "Timing and sequence is everything", especially when it comes to planning.



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[www.hlplanning.com](http://www.hlplanning.com)

**Chicago, IL**  
134 North LaSalle Street  
Suite 1100  
Chicago, Illinois 60602  
(312) 372-1008

**Naperville, IL**  
114 East Van Buren Avenue  
Naperville, Illinois 60540  
(630) 305-0036

PLANNING
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## CORPORATE PARTNER SPOTLIGHT

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

### A Perspective on Civic Architecture

By Don McKay, Nagle Hartray Danker Kagan McKay Penney

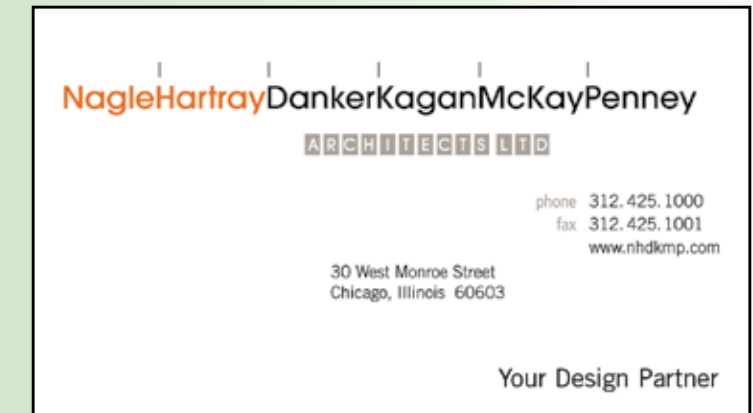
A village manager recently explained to me the anxiety many managers feel when charged with executing civic building projects like village halls and public libraries. These projects are high-profile because they often involve public participation during design, are visible during construction and are used by the public when completed. Elected officials have high expectations for their success. They become symbols for their communities whether intended or not. Managers may not get the credit they deserve when these projects are successful, but feel the heat when they are not. As the village manager told me, people have lost their jobs because of them.

Architecture has always been a means towards political and cultural ends. Unsuccessful civic building projects often result from a fundamental misunderstanding between those who commission architecture and those who design it. Historically, two lines of thought have informed the design of western architecture. These opposing mental orientations, which may be described as the Universal and the Situational, can be traced through western thought back to the Greek Apollonian/Dionysian dialectic. They are embedded in the personalities of architects and elected officials alike and, consciously or not, they inform the creation of design and the reaction to it.

Classical architecture is the best-known manifestation of a Universal mental orientation. In theory, the Doric, Ionic and Corinthian orders reveal Platonic ideals that transcend time and place. Qualities of timelessness and perfection carried a sense of immutable authority that made classical architecture a natural choice for national civic architecture, first in Europe and then elsewhere including Washington D.C. New governments adopted classical architecture to convey credibility, often before it had been earned. Classicism came to represent cultural as well as political authority. The symbolic power of Universalist architecture is illustrated by its periodic co-option to mislead or conceal darker truths such as the Third Reich's adoption of classicism as its official architecture.

Glass-and-steel-box orthodox Modernism shares a Universal mental orientation with classical architecture not obvious from appearances. Like classicism, Modernism sought to perfect a universal language of architecture. Early modernists who captured the "spirit of the age" in architecture became heroic figures and earned an authority formerly attributed to classicism. They inspired generations of architects to develop a personal style or brand of architecture.

Architectural manifestations of a Situational mental orientation are plentiful, but less obvious. This work develops in a tension between dominant Universalist ideas and localized concerns for identity, environment and building traditions. For example, at the same time that Daniel Burnham was attempting to remake Chicago into a cultural center modeled on Paris, Louis Sullivan was realizing a decidedly Midwestern architectural expression in his work. Prairie School architecture soon followed. It was not accidental—traits such as pragmatism and individual



resourcefulness associated with the Midwestern character are also characteristic of a Situational mental orientation.

Similar developments took place in Europe. Young nation states that first adopted classicism for its civic architecture later rejected it in favor of "national romantic" architecture representative of local identity and traditions. Through the ongoing and healthy tension that informs a Situational mental orientation, romantic architecture matured into Modernism's most humane design. A legacy of these developments is the commercial success of Scandinavian home furnishing design featured in stores like IKEA.

Architecture is never created or judged only from a Universal or a Situational mental orientation. But it is common for one to dominate an architect's approach to design or a Board's collective idea about civic architecture. Civic design is more likely to be successful when a client and its design team are rooted in similar mental orientations.

A Board of elected officials that takes comfort in the historical authority of a particular architectural style or in the authority that accrues to an architect based on specialization, reputation or publicity exhibits a universal mental orientation. Like-minded architects tend towards specialization—in a selected building type, in the development of a style or "brand", or in both. There is often a consistent aesthetic to their work. They are more likely to tell a Board what they should do.

Elected officials interested in expressing their community's unique identity, for whom public participation is important, or a Board divided among different points of view may be more comfortable with an architect rooted in a situational mental orientation. These architects are more likely to have experience across multiple project and client types. The quality of their work may be consistent, but the aesthetic of it is likely to vary across projects. They find creative opportunity in a project's unique qualities, which they uncover through dialogue—this requires them to be good listeners.

The brevity of this article necessitates generalizations that cannot do justice to the actual complexities of the design process. Hopefully, it demystifies the process sufficiently to help assure a better match between elected officials and designers that will reduce the anxiety often associated with designing and constructing civic architecture.



## CORPORATE PARTNER SPOTLIGHT

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### "Adaptive Reuse"—a Creative Way to Reuse Old Structures

by Thomas M. Tristano, AIA, President of Williams Construction Management

The stack of professional journals sitting on my desk is peppered with articles such as "Doing More with Less," "Emerging from the Meltdown," and "Reclaiming Unwanted Buildings." Has the current economic downturn impacted your governmental agency—specifically that capital project which has been in the planning stage for years, only to have it put on hold or maybe even cancelled? While the decisions to reduce spending are necessary in many cases, the eventual need for additional spaces in some communities is not going away.

In 1971 while studying architecture in Chicago, I remember a neighborhood south of Chicago's Loop that had many empty buildings, shabby streets, vagrants, and a gritty feel to it. This neighborhood of businesses, once a bustling row of book printers and book-binding operations in the late 1800s, was now a tattered row of buildings. But some enterprising developers and architects looked beyond the scruffy streets and buildings and envisioned a new kind of city living. The large windows and sprawling production floors became wonderful lofts for photographers, artists, and eventually families. Today, of course, you have to look closely because this history is now hidden behind lofts and restaurants even though the area retains the name "Printers Row."

Adaptive reuse: the process of adapting old structures for purposes other than those initially intended.

If your project is on hold and you find your space needs haven't vanished, what can you do? One solution many have been doing for decades is adaptive reuse.

I recall an old late 1920's school building that was converted into a community center for a park district in a Chicago suburb. Adapting unwanted warehouse buildings into churches is also occurring in the Chicago area and across the country. Many park districts are rethinking and reinventing old structures for purposes other than those initially intended. Empty buildings that were once car dealerships are now being analyzed for reuse as park/recreation facilities.

We may consider additional creative ways to reuse the vacant car dealerships, abandoned warehouses, and empty schools as places for tomorrow. It may mean having to do things differently than we used to and being more creative at getting the most out of tight budgets and meager resources—doing more with less. The adaptive reuse option may be the right answer for your specific dilemma.

Note upfront that this option likely could take a few more steps than a new building option. Land/building acquisition may involve more time if examination is required for environmental testing and analysis of existing conditions before acquiring or moving forward with the project. Often considering reuse of an existing building in lieu of new construction may require additional time to research locations, brainstorm and study options. If your time line is not critical then adaptive reuse may be a significant consideration. We have found that asking a series of preliminary questions helps clarify the consideration for adaptive reuse.





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CONSTRUCTION  
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450 E. Gundersen Drive  
Carol Stream, IL 60188  
p 630 221 0671  
f 630 221 0118  
[www.williamscm.com](http://www.williamscm.com)

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Here is a preliminary checklist of factors to contemplate as you consider reclaiming an unwanted existing building:

- The zoning of the site
- The nearest flood plain/wetlands areas
- The age of the building
- The square footage (SF) of the building
- The overall layout and configuration of the interior rooms
- The structural system or column spacing (these systems may be costly to revise or change)
- The condition of the building shell (walls, roof, floors and foundation if visible)
- The existing utility services size and routing
- The area of the site and any site limitations (with the consideration that parking and storm-water retention may need to be revised)
- The age and condition of mechanical, electrical, plumbing (MEP) systems (some systems may have been changed or updated)
- The clear height of the structure (for a possible new function)
- The ability to expand the facility in future phases
- The current building code and ADA requirements
- What were the previous uses of the building? (Check for preexisting conditions such as environmental, health, and other concerns.)

Certainly other factors should be addressed before any building analysis is recommended, such as location, adjacency to neighbors and buildings, pedestrian and vehicular access, roadways, curb appeal, and overall budget items. The budget vs. cost of the initial building and cost upgrades should be carefully reviewed in order to make a well-informed decision on any building pursuit. Another critical factor for selecting the adaptive reuse solution is availability of existing buildings in your area. This is another reason to be familiar with what's available in your community.

Reduced budgets are a reality and could likely result in fear of moving forward with capital projects. Rather than looking at the current economic climate as a problem, consider it an opportunity to find new ways to be resourceful and adapt unwanted buildings into more creative solutions for future needs. Sounds like a GREEN solution.



## IML MANAGERS MONTHLY COLUMN

### Education is Key To Winning Municipal Public Safety Pension Reform

**By: Joe McCoy, Senior Legislative Advocate, Illinois Municipal League and John Phillips, City Manager, Rock Island**

Municipal management teams are well aware that public safety pension reform is a necessary pre-condition for healthy and stable budgets in those municipalities with police and/or firefighter pension funds. Municipal governments, in dire need of the cost-savings that these reforms would bring, came very close to seeing pension reform become a reality during the 2010 Spring Legislative Session.

Many city managers and administrators may be wondering, "What happened with pension reform?" The legislative process in Springfield can be very complex. It can be frustrating when a public policy problem is allowed to remain unresolved, particularly when the consequences of deferred action are so obvious to those who live and work on the "frontlines" of municipal government. We believe that we have identified the solutions, and are therefore flummoxed as to why these solutions are not quite as apparent to decision-makers in Springfield. Sometimes issues are allowed to fester over the complexities and vagaries of policy. In other words, there are many questions related to the nature of a policy problem as well as several possible solutions. Other times an issue remains unsettled over a matter of politics. Many times, issues fall short of resolution over a matter of BOTH policy complexity AND politics. This third option appears to have played a role in forestalling pension reform up to this point.

If we are to have success in winning much-needed public safety pension reforms, municipal governments must make a concerted effort to educate legislators about how unsustainable pension costs will affect municipal budgets. A successful education effort will allow municipal leaders to use POLICY to constructively CHANGE the POLITICS that underlie public safety pension reform. Do not assume that your legislators fully-understand how pensions are funded, administered, or impact municipal budgets.

The Illinois Municipal League has made a great deal of information available to municipal governments to assist them in communicating the seriousness of pension reform to legislators. This information is available by clicking on the IML "Pension Policy Page" tab at [www.iml.org](http://www.iml.org). One of the most recent additions to this informative and useful pension website is a full explanation of what transpired in the fight for pension reform during the 2010 Spring Legislative Session. Municipal management teams are encouraged to use the available materials, as well as information about how pensions impact local budgets, to explain to legislators why public safety pension reform must be high on their agenda in 2010.



## IAMMA ANNOUNCES ANNUAL AWARDS

The 2009-2010 IAMMA Executive Board honors the following individuals for their commitment to IAMMA and their dedication to the profession. These individuals were recognized at the IAMMA Awards Luncheon, Wednesday, May 12, 2010. CONGRATULATIONS!!!!!!

Outstanding Manager Award

**Marty Bourke**, Manager, Village of Oakbrook Terrace

Outstanding Member Award – Assistant

**Emily Fister**, Assistant Village Administrator, Village of Westchester

Outstanding Member Award – Senior Professional

**Jennifer McMahon**, Assistant Village Administrator, Village of Warrenville

Outstanding Member Award – Senior Professional

**Rebecca Suhjada**, Administrative Intern, Village of Hoffman Estates

Outstanding Member Award – Service in Professional Organization

**Greg Bielawski**, Range Rider

Outstanding New Community Service or Program

**Downers Grove** for the Long Range Financial Plan Process

In order to recognize and bring attention to these achievements, and the profession, the IAMMA Board has offered to recognize the winners at their individual board meetings (if applicable) and a press release will be sent to the local paper(s).

## LETTER TO PRESIDENT

May 6, 2010

James H. Norris  
Village Manager  
Village of Hoffman Estates  
1900 Hassell Rd  
Hoffman Estates, IL 60169

Dear Mr. Norris:

We, the members of the Midwest Regional Candidate Screening Committee, which met in Oak Brook, Illinois on April 8, 2010, would like to ask you, as state association president, to be aware of the nomination process that will result in the selection of the ICMA Midwest Regional Vice President whose term will begin in 2011. To date, that process has followed the provisions of the ICMA Midwest Regional Vice President Screening Process document (commonly known as the "Rotational Agreement"), which was revised in 2005 and signed by all state association presidents at the time, as well as a representative of ICMA. That agreement has served us well over the past five years and allowed for a well-organized and predictable process, resulting in the selection of qualified candidates to represent our interests on the ICMA Board.

Based on the ICMA selection process, however, it is possible for an interested candidate to bypass the procedural steps outlined by the Midwest Regional Screening Process and seek nomination by interviewing directly before the ICMA Nominating Committee, which meets at the annual ICMA Conference, without having participated in the Regional Screening Committee's interview process. Alternatively, a candidate who collects 15 signatures may choose to have his name appear on the ballot, even without the nomination from the ICMA Nominating Committee. While we would not want to interfere with the rights of any qualified candidate who may wish to pursue the position of ICMA Regional Vice President through these avenues, we would like to reinforce the importance of recognizing the well-established process as defined by the Midwest Rotational Agreement.

For this year, that process has resulted in the nomination of two extremely qualified candidates to interview before the ICMA Nominating Committee: Ted Staton, City Manager in East Lansing, Michigan and Robert Kiely, Village Manager of Lake Forest, Illinois. The Committee believes that we are fortunate to have two long-tenured Managers who have served their communities and this profession seeking this important position.

We thank you for your consideration of this matter and your support of a process that reflects a strong partnership between ICMA and the state associations in the Midwest Region. If you have any questions regarding this matter, please don't hesitate to contact any of the members of this committee.

Sincerely,

Members of the 2010 Midwest Regional Candidate Screening Committee:

Cornelius L. Boganey  
City Manager  
Brooklyn Center, MN

Thomas F. DeGiulio  
Town Manager  
Munster, IN

James H. Norris  
Village Manager  
Hoffman Estates, IL

David W. Rowlands  
City Manager  
Clayton, OH

Todd J. Schmidt  
City Administrator  
Milton, WI

Alan G. Vanderberg  
County Administrator  
Ottawa County, MI



# Pension Fairness *for Illinois Communities*

**FOR IMMEDIATE RELEASE**

**May 11, 2010**

Contact: Margarite Wypychowski, 773-458-8961  
Holly Dotterer, 773-727-3296

### **Statement from the Pension Fairness for Illinois Communities Coalition**

Illinois taxpayers lost last week when the Illinois General Assembly failed to pass meaningful public safety pension reform. At a time when many families across the state are struggling each day to make ends meet, a union-demanded provision was added to the pension reform measures contained in House Bill 5873. If the union-demanded provision were in place today, it would have hit Illinois taxpayers with an additional \$105 million tax burden.

The Pension Fairness for Illinois Communities Coalition could not in good faith support legislation that would force local governments to put the funding of generous public safety pensions before all essential municipal services and above the interests of the taxpayers.

Illinois taxpayers deserve fiscal relief through real public safety pension reform without strings attached – and HB 5873 did not accomplish that. Instead, this bill gave in to unreasonable union demands and put our taxpayers and communities on the line for even higher taxes.

From the beginning, our coalition has been committed to working together with all stakeholders, including union representatives, to develop a lasting solution that is fair for our communities, our taxpayers and our police and firefighters. We entered negotiations in Springfield with the goal of bringing fairness to the public safety pension system in order to protect local taxpayers and secure sustainable retirement benefits for our public safety employees for years to come. Although the Coalition did succeed in crafting a modified pension system for future public safety employees and other provisions that would have provided a long-term foundation, the cost of the union-demanded provision without any fiscal checks or balances outweighed the potential benefits.

Illinois communities cannot continue to ask residents to pay retiring public employees 75 percent of their final salaries at the age of 50 after 30 years of service, when most of them have seen their own pensions disappear and are funding their retirements through 401K plans.

**The Pension Fairness Coalition – which represents hundreds of communities and businesses across Illinois – urges legislators to protect local taxpayers and make real public safety pension reform a top priority this veto session. Our taxpayers can no longer shoulder this burden. We need action this year.**

**###**

For more information, please visit: [www.pensionfairness.org](http://www.pensionfairness.org)



## ILCMA and ICMA Membership Incentive Program

The ILCMA Board of Directors has approved a partnership with ICMA to offer a financial incentive to assist ILCMA members in becoming members of ICMA. The focus of the program will be on ILCMA members in smaller communities who are not members of ICMA.

The program is available to all ILCMA members in good standing who are currently not members of ICMA. Approved ILCMA members will be eligible to join ICMA at no cost for the first year membership in ICMA. ILCMA will reimburse the participant up to \$200 for the cost of the ICMA dues for the second year.

For the first year of the program, July 1, 2010 to June 30, 2011, ICMA will provide annual membership to the eligible participant at no cost to the participant.

For the second year of the program, July 1, 2011 to June 30, 2012, ILCMA will reimburse the participant 50% of the cost of participant's annual ICMA membership dues up to \$200 upon receipt of documentation that ICMA dues have been paid.

The program is limited to the first 25 applicants who are approved.

To participate in the program please fill out the enclosed application and send back to Dawn S. Peters, Executive Director, ILCMA, Center for Governmental Studies, NIU, DeKalb, IL 60115. If you have any question please contact Dawn at 815-753-0923 or [dpeters@niu.edu](mailto:dpeters@niu.edu).



## Application for ILCMA and ICMA Membership Incentive Program

### Application information:

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Phone number: \_\_\_\_\_ Email address: \_\_\_\_\_

Are you a current member of ILCMA? Yes \_\_\_\_\_ No \_\_\_\_\_

Population of city, village, or county \_\_\_\_\_ (must be under 10,000 for city or 50,000 for county)

I have not been a full or affiliate member of ICMA in the past five years

True \_\_\_\_\_ False \_\_\_\_\_

I wish to become a full or affiliate member in ICMA. Yes \_\_\_\_\_ No \_\_\_\_\_

I agree to abide by the ICMA Code of Ethics. True \_\_\_\_\_ False \_\_\_\_\_

Please send the application to:

Dawn S. Peters  
Executive Director  
Illinois City/County Management Association  
Center for Governmental Studies  
Northern Illinois University  
De Kalb, IL 60115

Please direct any inquiries concerning this program to Dawn Peters at (815) 753-0923 or email [dpeters@niu.edu](mailto:dpeters@niu.edu).

## ILCMA SUMMER CONFERENCE

**PRE-CONFERENCE****ILCMA's Professional Development Committee Presents Summer Pre-Conference Session*****Presented by Craig Rapp, ICMA.***

Topic: Lean Thinking and Government: An Oxymoron?

When: Wednesday, June 9

Where: Eagle Ridge Inn &amp; Resort

Time: 1:00 – 4:30 p.m.

Cost: \$100 (be sure to sign up on the conference registration form)

**Lean Thinking and Government: An Oxymoron?**

Improving the performance of office and service processes will be the key to increased competitiveness and rising living standards in the next decade. Many pioneers in a wide range of service industries have already begun this journey, learning from the progress made by leading manufacturers in streamlining their factories and supply chains.

The most successful approach to the industrialization of office and service processes is lean thinking, originally pioneered by Toyota. This lean service workshop brings together leading-edge examples of lean management in practice and offers a unique opportunity to begin the lean transformation of your organization.

**Objectives:**

- To learn to see the new opportunities for creating value for customers, for removing waste from every process, and for creating more rewarding jobs for employees opened up by lean thinking.
- To show how lean management can be applied in every kind of office and service activity in both the private and public sector.
- To learn how to choose the lean pathway that is right for you and to create your own action plan for implementing lean in your organization.
- To give you an opportunity to question the leading experts and get practical advice from those well down the lean path.
- To create an ongoing movement of lean practitioners sharing experiences in lean service management in Europe and around the world.

Addresses Practice Groups 5 and 6: Quality Assurance; Initiative, Risk Taking, Vision, Creativity and Innovation

**TOP TEN REASONS TO ATTEND THE ILCMA SUMMER CONFERENCE**

1. Excellent professional development opportunities - LINDA DUXBURY AND DR. RAY BENEDETTO ARE FEATURED KEYNOTE SPEAKERS
2. Reasonable registration costs - REGISTRATION FEES HAVE BEEN HELD AT \$240 AND INCLUDE ALL MEALS FOR MEMBERS
3. Great give-away - ILCMA LOGO GLASSWARE
4. Lowered room rates again this year - EAGLE RIDGE LOWERED PREVIOUSLY CONTRACTED ROOM RATES BY \$25/NIGHT FOR IN-ROOMS AND FROM \$22 - \$27 FOR TOWNHOMES AND VILLAS
5. New speakers and hot topics-TIMELY INFORMATION TARGETED TO YOUR NEEDS AND ISSUES CONFRONTING YOUR ORGANIZATION
6. You can bring a friend - YOU CAN CUT COSTS BY SHARING A HOME, TOWNHOME OR VILLA WITH A COLLEAGUE OR TWO...OR THREE
7. Family fun - WESTERN BBQ, KIDS FUN FAIR, FAMILY FISHING, SWIMMING AT EAGLE RIDGE, KIDS CAMP AND MORE...
8. Great conference activities- GOLF & ANNUAL ASSISTANTS VS MANAGERS SOFTBALL GAME
9. Location, location, location - BEAUTIFUL EAGLE RIDGE AND HISTORIC GALENA
10. Networking with colleagues - WHERE ELSE CAN YOU BE SURROUNDED BY FRIENDS TO SHARE STORIES, GET SUPPORT AND HAVE FUN ALL WHILE LEARNING ABOUT THE LATEST TRENDS IN PROFESSIONAL LOCAL GOVERNMENT MANAGEMENT

REGISTER TODAY FOR THE 2010 ILCMA SUMMER CONFERENCE TO BE HELD JUNE 9 – 11, 2010 AT EAGLE RIDGE INN & RESORT BY VISITING THE ILCMA WEBSITE AT [WWW.ILCMA.ORG](http://WWW.ILCMA.ORG)

The ILCMA room block will be released on May 10, 2010. To reserve a room please call 1-800-892-2269 and be sure to say you are with ILCMA. Alternatively, you can visit [www.galena.org](http://www.galena.org) for other housing options.

ILCMA SUMMER CONFERENCE

## KEYNOTE SPEAKERS



### **Standing Still Is Not an Option: Why Organizations Need to Focus on Workplace Health and Well-Being** *Presented by Linda Duxbury, Ph.D.*

The conference's keynote session is a presentation by Linda Duxbury, one of Canada's leading workplace health and demographic experts. Dr. Duxbury will identify what you should be doing to help your employees--and yourself--live happier, more balanced, and more productive lives.

Linda Duxbury is a Professor at the Sprott School of Business, Carleton University. She received an M.A.Sc. in Chemical Engineering and a Ph.D. in Management Sciences from the University of Waterloo. Within the past decade she has completed majors study on

Balancing Work and Family in the public, private sectors and not for profit sectors; HR and Work-family Issues in the Small Business Sector; Management Support (What is it and Why does it Matter?); Career Development in the Public Sector and in the High Tech Sector; generational differences in work values. Dr. Duxbury has also (and is currently) conducted research which evaluates the organizational and individual impacts of E-mail, portable offices, cellular telephones, Blackberry's, telework, flexible work arrangements, shiftwork and change management and studying what makes a "supportive" manager. She has recently completed a major follow-up study on work-life balance in which 32,800 Canadian employees participated.

Dr. Duxbury has published widely in both the academic and practitioner literatures in the area of work-family conflict, change management, supportive work environments, stress, telework, the use and impact of office technology, managing the new workforce and supportive management. She has also given over 300 plenary talks on these issues to both public and private sector audiences.

Within the business school at Carleton, Dr. Duxbury teaches masters and PhD courses in Managing Change as well as the masters course in Organizational Behaviour.

Dr. Duxbury is also an accomplished trainer and speaker in the area of supportive work environments, work-life balance, managing the new workforce, recruitment and retention, change management, gender and communication and the communication process.

# THURSDAY

### **Going Beyond Ethics: Nurturing Character-Based Government** *Presented by Dr. Ray Benedetto & Steve Fallek*

Values are gaining importance as leaders in business and government recognize the need for stronger ethics. However, unethical workplace behaviors and incivility have been evident in recent scandals as well as in numerous incidents reported in the media. Ethical behaviors stem from value choices employees make, despite organizational codes of ethics. The presence of an ethics code alone does not prevent unethical conduct or incivility; the example leaders set and the ways in which leaders communicate expected practices and behaviors directly affect employee and organizational performance. Ethics codes are not enough. Individual values and character entwine with organizational culture, indicating that personal choices and characteristics directly affect company performance. This interactive workshop focuses on the actions civic leaders should take to nurture character-based government. These actions go beyond ethical practices by building and reinforcing virtuous behaviors that lead to satisfied constituents.



# FRIDAY



# City/County Management in ILLINOIS

## 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 2010-2011 Committees need members:

### ILCMA Conference Committee

Chair – Pres Elect - **Juliana Maller**, Park Ridge

Co-Chair – Vice President – **David Nord**, Cherry Valley

The Conference Committee shall plan and organize the summer and winter conferences. The Conference Committee shall be divided into two sub-committees 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 Sub-committee and one to serve on the Winter Conference Sub-committee) 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 Sub-committees.

Summer Conference Committee – Hilton Garden Inn, O'Fallon, IL from June 15 – 17, 2011

Chair – **Juliana Maller**

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

Winter Conference Committee – Jumer's, Rock Island, IL from February 23 – 25, 2011

Chair – **David Nord**

The Winter Conference Sub-committee shall plan and organize the Association conference held in February.

### Committee of Professional Conduct

Chair – **John Phillips**, Rock Island

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
- Serving as the primary liaison with the ICMA Committee on Professional Conduct
- Two year term

### Membership Services Committee

Chair – **Maria Lasday**, Bannockburn

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 and membership development and recruitment.

### Professional Development Committee

Chair – **Ray Rummel**, Elk Grove Village

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.

### Promote the Profession Committee

Chair – **Phil Kiraly**, Northbrook

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.

If you are interested in serving on any of the above committees please contact Dawn S. Peters at [dpeters@niu.edu](mailto:dpeters@niu.edu) or call her at 815-753-0923.



**Spread the Word!**  
**Encourage Your Colleagues and Others to**  
**Attend ICMA's 96th Annual Conference in San José!**

This year's ICMA Annual Conference, October 17-20, in San José, California, combines a cost-effective, high-quality professional development opportunity; networking; and information sharing—now when you need them most—with a unique and vibrant location in the heart of Silicon Valley. To spread the word about this great opportunity, we ask that you, as a state association officer or staff member, share the information below concerning the 2010 conference scholarships, membership/registration campaign, and discount registrations with your state colleagues through your listserv, email, and other communications, and link directly to the ICMA conference site at [www.icma.org/conference2010](http://www.icma.org/conference2010).

**1. ILCMA Conference Scholarship Program**

In order to encourage attendance at the ICMA annual conference, ILCMA and ICMA are pleased to announce that 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 full members of ILCMA and ICMA and be attending their first ICMA conference. 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 6. 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 that they are entitled to a waiver of the conference registration fee.

**2. Member-Get-a-Conference-Attendee Campaign**

A personal invitation from a state colleague can make all the difference in encouraging a nonmember to attend the ICMA Annual Conference. As a special incentive, any nonmember colleague referred by an ICMA member receives \$100 off the nonmember conference registration fee. If your nonmember colleague joins ICMA at the time of registration, they'll also get the \$100 discount PLUS half-price ICMA membership for a year. Any ICMA member who refers a nonmember also receives a \$50 savings conference bookstore coupon for each non-ICMA member they refer.

FYI, here are some important dates to keep in mind:

- New in 2010: In an effort to provide one of the most environmentally sustainable conference experiences, the preliminary program will NOT be mailed to members, but will be provided in an abridged format in the July issue of PM magazine. A PDF version of the preliminary program, containing full descriptions, will be provided at the conference website at [icma.org/conference2010](http://icma.org/conference2010) and at [www.icma.org/pm](http://www.icma.org/pm) (effective July 1).
- June 28—Housing bureau opens simultaneously with online conference registration.
- July 30—Cutoff for the most affordable, early-bird registration rates.

Contact us at [customerservices@icma.org](mailto:customerservices@icma.org) if you have questions.

Sincerely,  
Ross

Ross Hoff  
Director, ICMA Annual Conference





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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:

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

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

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

Managers in Transition who agreed to publicize their information:

<b>Richard Saks</b>	<a href="mailto:gandalfforever@comcast.net">gandalfforever@comcast.net</a>	708-839-0076
<b>Craig Whitehead</b>	<a href="mailto:dcwmgr22@aol.com">dcwmgr22@aol.com</a>	309-589-0385
<b>Mark Masciola</b>	<a href="mailto:Mcmmln@aol.com">Mcmmln@aol.com</a>	630-837-6594
<b>Sheryl Puracchio</b>	<a href="mailto:spuracchio@gmail.com">spuracchio@gmail.com</a>	815-931-8672
<b>Aimee Ingalls</b>	<a href="mailto:ingalls345@comcast.net">ingalls345@comcast.net</a>	815-592-6090
<b>Phil Modaff</b>	<a href="mailto:modaff40@comcast.net">modaff40@comcast.net</a>	630-493-0359
<b>Austin Edmondson</b>	<a href="mailto:aedmondson4@adelphia.net">aedmondson4@adelphia.net</a>	815-878-9845
<b>Robin Weaver</b>	<a href="mailto:rweaver333@hotmail.com">rweaver333@hotmail.com</a>	630-835-6417
<b>Jill Velan</b>	<a href="mailto:jillvelan@yahoo.com">jillvelan@yahoo.com</a>	847-489-5854
<b>Ed Bailey</b>	<a href="mailto:Bailey2573@sbcglobal.net">Bailey2573@sbcglobal.net</a>	312-738-1348
<b>Eric Wiederhold</b>	<a href="mailto:ericwiederhold@yahoo.com">ericwiederhold@yahoo.com</a>	708-960-4025
	or	989-463-4287
<b>Gregory Seefeldt</b>	<a href="mailto:gseefeldt@hughes.net">gseefeldt@hughes.net</a>	309-467-2569

## JOB MART

### City of Joliet Finance Director

Illinois' fourth largest City in Will County is seeking a Finance Director. This position oversees and participates in various City fiscal operations including preparing financial statements, budget estimates, cost reports and investment funds. BA degree in business, accounting, finance or related field required, CPA and/or MBA preferred. Candidates should have strong municipal finance and supervisory experience, and possess strong interpersonal skills for a growing community. Salary range: \$105,288 - \$132,194 annually. Applications are available until June 2, 2010 or until filled at Human Resources, City of Joliet, 150 W. Jefferson Street, Joliet, IL 60432 or at the website: [www.cityofjoliet.info](http://www.cityofjoliet.info).

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## JOB MART

### Village of Lake Zurich

#### Assistant Village Administrator

The Village of Lake Zurich is currently accepting applications to fill a newly created full-time position. The Village is seeking a self-motivated, highly organized, and goal-oriented leader with excellent municipal management and strong human resource management skills. Under the general direction of the Village Administrator, this position is responsible for assisting the Village Administrator in the development, administration, coordination, and oversight of the daily operations of various organizational functions and programs including human resource operations. Individual must possess and demonstrate considerable knowledge of modern policies and practices of public administration and a thorough knowledge of human resources administration. Individual must excel in establishing and maintaining effective working relationships with elected officials, staff, citizens, private agencies, businesses, and developers; individual must have practical experience in organizational management dealing with classification and compensation systems, employee benefit administration, and an understanding of federal and state of Illinois employment and labor laws.

Qualified individuals must possess a bachelor's degree from an accredited college or university and a master's degree in public administration, finance, human services administration or another closely related field with a minimum of 5-7 years municipal management experience including three years of progressively responsible supervisory experience.

The position is open until filled. For additional information, visit the Village's website at [www.volz.org](http://www.volz.org). Send cover letter, resume, salary history, and five (5) work-related references to:

Village Administration, Attn: John Weidl

Village of Lake Zurich

70 East Main Street

Lake Zurich, IL 60047

Deadline for submitting application is June 18, 2010.

### City of Countryside

#### Director of Finance

The City of Countryside is seeking a Director of Finance to lead our Finance Department. The Director is responsible for accounting, budgeting, payroll, debt administration, cash management, and financial reporting. The Director supervises a staff of two full-time accountants. This position is part of the senior management team and reports directly to the City Administrator.

Educational requirements include an undergraduate degree from an accredited college or university in finance, accounting, business administration or public administration. A Master's Degree, CPA or CPFO certification is preferred.

The candidate must have 5+ years of governmental accounting, budgeting and financial management experience including 3+ years in a supervisory capacity. Good communication and presentation skills are a must. The ideal candidate will also have knowledge and experience with tax increment financing.

Candidates should email their resume to [HR@countryside-il.org](mailto:HR@countryside-il.org) or fax it to (708) 354-3888 Attn: HR. The closing date is 6/25/2010.

Job Mart continued on page 18


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*The Bridge To Your Community*

## JOB MART

### Village of Homer Glen Village Manager

Homer Glen (25,069) The Village of Homer Glen is seeking experienced candidates for the position of Village Manager. Located in Will County, Homer Glen is a community with significant growth potential spanning 22 square miles. Incorporated in 2001 to gain greater control of its boundaries and quality of life, Homer Glen gained home rule status in 2008 as a result of a special census. Homer Glen's strong environmental ethic underlies the mission of the Village as a 'Community and Nature...in Harmony'. Past and current budgets reflect a positive fund balance and operating surplus. The village espouses a 'government lite' philosophy partnering with Will County Sheriff Department and the Homer Township Highway Department for public safety and public works services respectfully. Administrative offices employ 12 FTE (including manager) and contract for part-time financial services. Candidates must possess excellent communication skills, solid background in general administration and finance, basic understanding of the development process and economic development strategies, and proven managerial experience. A minimum of 5 years experience in municipal administration with progressive supervisory responsibilities and a master's in public administration (MPA) or other advanced degree in relevant field is required. Salary DOQ. Send resume, cover letter, and contact information for five professional references by June 30, 2010, to: Mayor Jim Daley, 14933 Founders Crossing, Homer Glen, IL 60491 or email [jdaley@homerglen.org](mailto:jdaley@homerglen.org)

### City of DeKalb Director of Public Works

Senior management, department director position responsible for the professional administration of Public Works which oversees the following areas: Administration, Airport, Building, Code Enforcement, Water and Street Operations. This position may also oversee Engineering and MPO operations.

Minimum qualifications: Bachelor's degree in Public Administration or related field (Masters and/or registration as a Professional Engineer in Illinois strongly preferred); seven years of professional experience in Public Works, Construction, or related field; aviation field experience desired; extensive supervisory experience.

The current salary range is \$77,135.89 - \$109,777.94 with an excellent benefit package. Residency requirements do apply.

Applicants meeting the minimum qualifications are invited to submit a resume and/or application to the Human Resources Division, 200 South Fourth Street, DeKalb, IL 60115; faxed to (815) 748-2056; or e-mailed to [manderson@cityofdekab.com](mailto:manderson@cityofdekab.com).

Application forms and complete job description are available on our website, [www.cityofdekab.com](http://www.cityofdekab.com). An initial review of applications will begin June 11th, 2010, however resumes/applications will be accepted until position is successfully filled.

**Job Mart continued on page 19**

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**Marc R. Poulos**  
Executive Director

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Cell: 815.600.1682  
Fax: 815.254.3525  
Email: [mpoulos@iifffc.org](mailto:mpoulos@iifffc.org)

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## JOB MART

**City of Wautoma, WI**

**City Administrator/Clerk-Treasurer**

The City of Wautoma, WI (Population 2,100) is a progressive county seat community in central Wisconsin. Mayor and six non-partisan council members. \$1.5M total budget; 16 FT, 4 PT employees. Salary \$60K to \$70K plus benefits, DOQ. First Administrator position.

Bachelor's, prefer master's in public administration/related and three years progressive municipal administration experience. Desire a strong background in budgeting/finance, economic development and redevelopment; grant writing, city planning. High level of integrity with open and positive communication skills; a team builder in addressing community problems and a commitment to public service. For profile and position description visit community website at [www.cityofwautoma.com](http://www.cityofwautoma.com).

Send cover letter, resume, salary history and references to Public Administration Associates, LLC, P. O. Box 282, Oshkosh, WI 54903; e-mail [paassoc@northnet.net](mailto:paassoc@northnet.net); phone 920-235-0279; by June 25, 2010. Confidentiality must be requested by applicant and cannot be guaranteed for finalists.

**Job Mart continued on page 21**

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PHONE (312) 346 - 3700  
FAX (312) 346 - 8833

# City/County Management in ILLINOIS

# 21

## JOB MART

Village of River Forest  
Village Administrator

River Forest, IL (11,635) Historic suburban community located 11 miles west of downtown Chicago and adjacent to Oak Park, seeks candidates to serve as its next Village Administrator. Located in Cook County, River Forest encompasses 2.5 square miles and is home to two universities, Dominican University and Concordia University Chicago. The community is known for its beautiful neighborhoods with architecturally significant homes and tree lined streets. The Village is a full service community with 74 full time and 5 part time employees and a \$17 million budget. The Village Administrator is appointed by and reports to the Village President and a six member Board of Trustees, elected at large to four year staggered terms. The Village has had two Administrators since 1990. Candidates will be expected to have a strong background in fiscal management as well as experience in oversight of all Village operations, including staff recruitment and development, economic development, and redevelopment. Candidates must have five to seven years increasingly responsible experience in an upper management position in a community or organization of comparable size and complexity. Requires bachelor's degree in public administration, business administration, public policy or related field. Master's degree (MPA) or other advanced degree strongly desired. Candidates must possess excellent interpersonal skills, an approachable, welcoming style with the community and staff and a proven record in effective service delivery and creative problem solving. Starting salary \$135,000+/-, depending on qualifications and experience. Excellent benefits package. Residency not required. Send resume, cover letter, and contact information for five professional references by July 1 to Heidi Voorhees, President, Voorhees Associates, 500 Lake Cook Road #350, Deerfield, IL 60015 or email: [resume@VoorheesAssociates.com](mailto:resume@VoorheesAssociates.com). Tel: 847-580-4246; Fax: 866-401-3100.



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[mary.l.tomanek@smithbarney.com](mailto:mary.l.tomanek@smithbarney.com)  
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Robert Dufkis  
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Business Development



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### Executive Director/Editor

**Dawn S. Peters**

815-753-0923

Fax: 815-753-2305

Effective July 1, 2010 Fax: 815-753-7278

[dpeters@niu.edu](mailto:dpeters@niu.edu)

### Program Assistant

**Tami Bombich**

815-753-5424

[tbombich@niu.edu](mailto:tbombich@niu.edu)

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**Steve Berley**

815-622-9836 [s.berley@comcast.net](mailto:s.berley@comcast.net)

**Greg Bielawski**

630-462-1876 [g\\_bielawski@hotmail.com](mailto:g_bielawski@hotmail.com)

**Glenn Spachman**

630-529-6228 [g.spachman@sbcglobal.net](mailto:g.spachman@sbcglobal.net)

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