March 10, 2010
IAMMA Professional Development
Topic: Public Works 101
Location: Oak Brook Village Hall

March 18, 2010
Metro Manager Luncheon
Topic: Municipal Economic Development in the New Economy
Location: Harry Caray’s, Lombard

April 1, 2010
ILCMA/Alliance for Innovation Webinar
Topic: Why Innovation Matters Now More than Ever: Building and Sustaining a Culture of Innovation

April 7 & 8, 2010
ICMA Young Professional Leadership Institute
Location: Oak Brook, IL

April 8, 2010
IAMMA Annual Conference
Location: Oak Brook, IL

April 8 – 9, 2010
ICMA Midwest Regional Meeting
Location: Oak Brook, IL

April 15, 2010
ILCMA Professional Development Workshop
Topic: Intergenerational Communication
Location: Harry Caray’s, Lombard

April 15, 2010
Metro Manager Luncheon
Topic: External Use of Technology to Communicate with Residents
Location: Harry Caray’s, Lombard

April 29 & 30, 2010
Downstate City/County Management Association/SWICMA Joint Spring Meeting
Sessions include: Worker’s Compensation – Getting a Handle on Costs
Location: Olney, IL

May 12, 2010
ILCMA Professional Development
Topic: Worker’s Compensation – Getting a Handle on Costs
Location: Harry Caray’s, Lombard

May 12, 2010
IAMMA Awards Luncheon
Location: Harry Caray’s, Lombard

May 18, 2010
UIC/ILCMA Workshop
E-Government
Location: TBA

June 9 – 11, 2010
ILCMA Summer Conference
Location: Eagle Ridge, Galena, IL

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Membership Services Committee Closing Out a Productive Year

The Membership Services Committee is charged with the responsibility to support member needs. The Committee is chaired by Bill Balling, WRB, LLC Consulting and the co-chair is Maria Lasday, Village Manager Bannockburn. Other members of the Committee include: John Prejzner, Lincolnwood; David Niemeyer, Oak Brook; Pam Arrigoni, Prospect Heights; Peggy Halek, Woodridge; Len Cannada, West Central Municipal Conference; Paula Schumacher, Bartlett; Jessica Francis, Glencoe; Richard Downey, Rock Falls; Jennifer McMahon, Warrenville. During the year the Committee, working through sub-committees, has accomplished five major tasks.

1. **Completion of the bi-annual ILCMA Member Services Survey.** This survey required by ILCMA bylaws was successfully launched in the fall of 2009 and compiled and presented to the ILCMA Board for review. A separate memo describing the trends and opinions of the members of the Association will be reported to the members separately. We were successful in using a web based survey instrument which produced the highest number of respondents ever for our survey.

2. **Implementation of the NFBPA/ILCMA Mentor/protégé program.** This year marks the third year of our involvement with the mentoring project co-sponsored by the NFBPA and ILCMA. We have one pairing this year involving protégé Ebony Smith and mentor David Niemeyer, Village Manager Oak Brook. Committee member Jennifer McMahon, Assistant Administrator, Warrenville is also participating to monitor the progress of the engagement and has reached out directly to Ebony as an additional professional support person. A second pairing was planned but not completed due to the protégé’s job transfer issues but would have involved Katy Rush, Village Administrator Woodridge as Mentor. We hope to continue the program for a fourth year with additional placements. Those interested in serving as a Mentor or identifying a prospective protégé should contact a member of the Committee.

3. **Support for the Women in Government (WIG) initiative.** Under the direction of Maria Lasday, Village Manager Bannockburn, the WIG initiative has launched independently of ILCMA. It is the Committee’s desire to coordinate activities when appropriate and assist when requested to support the expansion of WIG. A good example was the special Thursday program planned and conducted by WIG at the ILCMA Winter Conference.

4. **Member Renewals.** Under the direction of Jessica Francis, Finance Director Glencoe, and Richard Downey, City Manager Rock Falls, 125 non-renewing members to ILCMA were contacted to determine the reasons for not renewing membership to ILCMA. The majority of those contacted who did not renew were out of the profession and many of those who were in service decided to renew their membership to ILCMA. The database was also cleaned up from this project.

5. **New Manager contacts.** Maria Lasday has played an important role in reaching out to newly appointed Managers, particularly those appointed from outside the Management structure of municipal governments to introduce the ILCMA and its resources to those newly appointed managers. This has led to greater visibility for the Association and new members.

If there are other areas where Members believe our Committee should be investigating in identifying member needs please contact me by phone at (847) 398-8399 or e-mail Bill@WRBllc.com.

Bill Balling
Chair, Member Services Committee
City/County Management in ILLINOIS

WELCOME NEW MEMBERS

Scott Moore,
City Manager,
City of Peoria

Thomas A. Thanas, City
Manager, City of Joliet

Michael McMahon,
Community Development
Director, Village of Channahon

Benjamin McCready,
Misc. Management Tech.,
City of Bloomington

Rachel Lange,
Student Intern,
Village of Montgomery

Cristi H. Musser

WELCOME NEW
"FRIENDS OF ILCMA"

Kate Mullaney,
Associate Vice-President,
Primera Engineers, Ltd.

Jerry Irvine,
Prescient Solutions

Kevin R. Lerash,
Azavar Audit Solutions, Inc.

Jason J. Perry,
Azavar Audit Solutions, Inc.

WHO’S WHO DIRECTORY UPDATE

Sue McLaughlin is the new City Administrator for the City of Mattoon.

Michael J. Kumbera, Administrative Analyst, Algonquin, IL, since 2008, has been appointed Management Assistant of Algonquin, IL.

New contact information for
Jennifer Maltas
Assistant to Village Manager
Village of Deerfield
850 Waukegan Rd.
Deerfield, IL 60015
(847) 719-7403

THE COMMUNICATION TOOL FOR ILCMA & IAMMA

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

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

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

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 for this winter and spring!

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

- Managing Personnel, Pt. I and Pt. II—Mar. 9 and Mar. 23
- New Civics/Changing Responsibilities—Apr. 8
- Managing Conflict—Apr. 29
- Reaching Out: Public Information—May 13
- 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
Rain Gardens in the Urban Landscape
By Doug Gotham, Christopher B. Burke Engineering

Does this sound familiar? A little creek that had been channelized many years ago to allow for development is now down cutting and eroding its banks. The property owners are calling because they are worried that if it continues they will lose some of their property, maybe even a backyard structure. How do you fix it? Well the short term solution that many communities turn to is some sort of erosion control method that costs tens of thousands of dollars, entails numerous permits and requires property easements. This is a complicated and costly process that is only curing the symptom.

What is actually causing the down cutting and erosion? It is an increased volume in stormwater run-off. In a natural tributary system, a stream has room to meander, overtakes its banks so volume is dissipated, energy is reduced, and sediments are deposited. These things cannot occur in a narrow straight ditch. The next logical question is where is this increased volume coming from?

New developments are thoroughly studied prior to construction. They use sophisticated stormwater control structures to manage stormwater run-off but older neighborhoods were not built to today’s standards. Roof areas have increased, driveways have been widened, and silt has been deposited in old sewer pipes. More stormwater is being directed into the streets and outdated systems are unable to handle the load so the amount of water being dumped into that backyard structure. How do you fix it? Well the short term solution that many communities turn to is some sort of erosion control method that costs tens of thousands of dollars, entails numerous permits and requires property easements. This is a complicated and costly process that is only curing the symptom.

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Recent Amendments to the Illinois Prevailing Wage Law  
By Marc Poulos & Melissa Binetti, Indiana-Illinois-Iowa Foundation for Fair Contracting

Many of you have probably heard about amendments to the Illinois Prevailing Wage Act (“IPWA”), effective January 1, 2010. But has your public body thought about how these changes impact its responsibilities under the law? Of particular interest to public officials is Public Act 96-437, revising the notification requirements under the IPWA. If a public body fails to provide proper notification to a contractor that a project is subject to the IPWA, the public body will be responsible for any interest, penalties or fines assessed by the Illinois Department of Labor (“IDOL”) for any prevailing wage violations. Contractors remain responsible for paying all back wages owed to workers. This amendment addresses an outstanding issue from the Brant Construction Co. v. Ludwig case. In that case, Brant Construction argued that a public body failed to provide notice of increased prevailing wage rates (even though the revised rates were posted on IDOL’s website). The Court agreed that the public body did not provide adequate notice, therefore, Brant Construction was not responsible for any interest, penalties or liquidated damages related to the prevailing wage violation. However, Brant Construction was responsible for unpaid back wages at the increased rate. Should a similar case arise under the amended Act, a contractor will still be responsible for any unpaid wages; however, the public body will be responsible for any interest, penalties or liquidated damages if it failed to provide proper notice.

IDOL proposed the following language for public bodies to include in their contracts, purchase orders or bids to meet the new written notification requirements (See http://www.state.il.us/agency/idol/News/PDFs/PWadvisory2.PDF):

This contract calls for the construction of a “public work,” within the meaning of the Illinois Prevailing Wage Act, 820 ILCS 130/1 et seq. (“the Act”). The Act requires contractors and subcontractors to pay laborers, workers and mechanics performing services on public works projects no less than the “prevailing rate of wages” (hourly cash wages plus fringe benefits) in the county where the work is performed. For information regarding current prevailing wage rates, please refer to the Illinois Department of Labor’s website at: http://www.state.il.us/agency/idol/rates/rates.HTM. All contractors and subcontractors rendering services under this contract must comply with all requirements of the Act, including but not limited to, all wage, notice and record keeping duties.

It is likely that your public body’s bid specifications and public works contracts currently include a prevailing wage stipulation similar to the one above, since this was previously required under the IPWA. However, where there are no public bids, contracts or project specifications, your public body should include a written prevailing wage stipulation on any purchase orders or similar documentation to contractors performing work on behalf of the public body. This written notice will help ensure the public body meets the notification requirements under the amended law.

Public Act 96-58 also amends the IPWA and clarifies that “public works” includes all projects financed in whole or in part with bonds, grants, loans, or other funds made available by or through the State or any of its political subdivisions. Prior to the amendments, there were opposing views about whether the IPWA covered projects financed through public financing mechanisms not specifically listed in the Act. For example, the Act expressly lists various financing statutes such as the Illinois Finance Authority Act, Build Illinois Act and certain sections of the State Finance Act, to name a few. This amendment clarifies projects that receive funding from bonds, grants, loans, or other funds from the State or its political subdivisions are covered under the IPWA, even if the applicable funding statute is not specifically listed in the IPWA. IDOL stated that the clarification was needed to “ensure workers receive fair wages” on these projects.

Next, Public Act 96-186 amends the IPWA to expressly cover all demolition work by a public body. In the past, IDOL drew a line between demolition work “in conjunction with a public construction project” (covered under the IPWA) and demolition undertaken by a public body without subsequent public works construction (excluded from coverage). This amendment recognizes that the work performed in both situations is the same and eliminates the confusion about when demolition is covered. Simply stated, demolition is demolition.

Finally, effective July 1, 2009, Public Act 96-28 amends the definition of “public works” to include “construction of a new wind power facility by a business designated as a High Impact Business under Section 5.5(a)(3)(E) of the Illinois Enterprise Zone Act.” While this expands coverage of the IPWA to certain wind power facilities, it should be noted that the determinative factor for prevailing wage coverage under this amendment is that the facility is “designated as a High Impact Business” by the Department of Commerce and Economic Opportunity.

If you have any questions about these amendments, or prevailing wage requirements in general, please contact the Indiana, Illinois, Iowa Foundation for Fair Contracting (“III FFC”) at 815.254.3332. The III FFC is a not-for-profit labor-management organization established to support, promote and encourage fair contracting for taxpayers, contractors and workers. Marc Poulos is an attorney and Executive Director of the III FFC. He can be reached at mpoulos@iiiffc.org. Melissa Binetti is an attorney for the III FFC. She can be reached at mbinetti@iiiffc.org.
Public Works for Management Professionals

John Heinz, Director of Public Works for the Village of Libertyville and David Lawry, General Services Group Director for the City of Elgin, will be with us to tell us everything a manager or assistant should know about the Public Works Department.

Date: Wednesday, March 10, 2010
Time: 8:30 am - 11:30 am
A light breakfast will be served starting at 8:30 am. The presentation will begin at 9:00 am.
Location: Oak Brook Village Hall
1200 Oak Brook Rd.
Oak Brook, IL 60523
Cost: $25 – Reduced Price!
Please bring payment with you when you attend the event. Checks should be made payable to ILCMA.

Please RSVP to Tami Bombich at 815-753-5424 or tbombich@niu.edu by Friday, March 5, 2010.

Payment and Attendance Policy: Individuals who RSVP are required to issue payment by the date of the event. If payment is not received by the date of the event, a $5.00 invoicing fee will be added to the cost of the event. The $5.00 invoicing fee will also be applied to those individuals who RSVP, but do not attend. To avoid being charged for an event and the $5.00 processing fee, individuals whom RSVP must cancel by the registration deadline.
We will attempt to make accommodations for individuals whom do not RSVP, however space is not guaranteed.
The 2008 financial crisis and its aftermath have resulted in local governments having to review how they do business and reinvent service delivery models. There is evidence that local government leaders have pursued a number of different goals with a variety of strategies and tactics. In general, the cutbacks have forced either proactive or reactive changes. Proactive efforts have aimed to create longer-term effectiveness, efficiency, and stability.

This webinar will explore actions local governments have taken in response to the financial crisis, specifically the development of unique partnerships and reassessing organizational structure. Through researching innovative organizations, their characteristics, and how those organizations are sustaining a culture of innovation during these economic times, Karen Thoreson, President and COO for the Alliance for Innovation will present recent work by the Alliance and Arizona State University regarding innovation in local government.

Price $29 per Registration/Organization

Registration will open soon!
ILCMA Award Nominations Sought

It is once again time to think about the people you know who are deserving of recognition. This is your chance to make sure that someone you respect receives the kudos to which he/she is entitled.

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

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

The Special Service Award is presented to individuals who have:

- notable association or affiliate activity;
- significant professional accomplishments;
- significant personal accomplishments including private interests, family interests, acts of heroism, charitable acts, or social accomplishments.

To see a list of past recipients please visit the ILCMA website at http://www.ilcma.org/index.aspx?nid=207

Nominations must be received by April 23, 2010. Send nominations to: ILCMA Award Nominations, Regional Development Institute, NIU, DeKalb, IL 60115 or via fax to 815.753-2305.

You know who among your peers has gone the extra mile. Nominate that individual for an award. Take this opportunity to spread some sunshine!

Why Webinar?

“The webinars are convenient incredibly affordable and worth your time to try. Sign up today!”

- Katy Rush
  Village Administrator
  Village of Woodridge

Did you know that ILCMA and the Alliance for Innovation have partnered to bring you learning opportunities but without the travel costs?

- Computer, Internet, and Phone are All You Need. Watch the presentation and listen in on your phone; you also have the opportunity to participate, providing your thoughts and questions.
- Group Participation. One registration fee can pay for your staff to participate as a group. Project the screen in a conference room and listen in.
- Encourage Organization Sharing and Learning. Discuss, what idea can your organization take form this webinar?

IML Managers Monthly Column

IML Managers Committee Column

By Mark Peterson, City Manager, Normal

For several years the IML Manager’s Committee has been working with the League staff and the Board of Directors on municipal pension reform. Not only have we all worked very hard to educate the members of the Illinois General Assembly about the implications associated with new pension law initiatives, but the Manager’s Committee has also worked very closely with the IML Board to craft a number of pension reform proposals that were part of a successful legislative advocacy campaign that resulted in the enactment of P.A. 95-950 in 2009.

This past December, the Commission on Governmental Forecasting and Accountability (COGFA) released an analysis of the fiscal health of ten (10) downstate and suburban police and firefighter pension funds. This report prepared by the COGFA was the result of the Illinois Municipal League championed pension reform legislation.

Certainly our work is far from over. We must continue to work with the IML staff and Board to respond quickly to future initiatives to expand or modify existing pension benefits that might adversely affect our municipalities. The work done by the COGFA has given us very useful ammunition to clearly articulate for the General Assembly the impact of continued pension benefit enhancement, particularly pertaining to police and fire pension funds. However, we cannot let our guard down. In fact, it would be very helpful for Illinois city managers and administrators to analyze your own police and fire pension funds by replicating the methodology that was used in the COGFA study. The more information that can be assembled from municipalities throughout the state to show the effects of various pension enhancements on unfunded pension liability, the more effective we are going to be in communicating this information in a convincing manner to the members of the Illinois General Assembly.

Therefore, the IML Manager’s Committee is urging all Managers to build on the recently completed COGFA study by applying those same standards and the same level of analysis to your own Police and Fire pension funds. This information will be of tremendous value to the IML staff and Board as they continue to maintain a very proactive position in protecting the financial integrity of our Police and Fire pension funds.

If you have not yet reviewed the report prepared by the COGFA on downstate Police and Fire pension funds in Illinois, that report can be accessed via the link:

ICMA Regional Summit
2010 ICMA Midwest Regional Summit
Open to All Members in Illinois
April 8-9, 2010

It’s not too early to plan to join your colleagues at your ICMA Regional Summit. Plan now to attend the ICMA Regional Summit in your area to network with colleagues and to take advantage of a professional development opportunity. Discuss ICMA issues and programs and provide feedback to the ICMA Executive Board and staff. ICMA Executive Director Bob O’Neill will lead a workshop together with Felicia Logan, Director of Leadership Development. This year’s topic from ICMA’s Leading Ideas Series: Community: The Structure of Belonging.

TENTATIVE SUMMIT AGENDA:

Thursday:
- 1:30-4:30 p.m.: ICMA University Workshop: Community: The Structure of Belonging
- 5:30-6:30 p.m.: Reception
- 6:30-8:30 p.m.: Dinner - “Celebrating the Profession”

Friday:
- 7:30-8:30 a.m.: Breakfast
- 8:30-10:15 a.m.: Conversation with Bob O’Neill, ICMA
- 10:30 a.m. -12:00 noon: Regional Meeting of State Officers and Members

Workshop Description:
Leading Ideas Series: Community: The Structure of Belonging
Building on concepts from the conversation between Peter Block and Bob O’Neill, captured on DVD, this workshop will focus on the special role of the manager in overcoming the deficiencies of our current approach to community involvement, including providing hands-on tools to involve your community in discovering the possibilities and helping the community to become owners of the outcome.

Workshop leaders: Bob O’Neill, ICMA Executive Director, and Felicia Logan, ICMA Director of Leadership Development

This workshop addresses Practice Groups 1: Staff Effectiveness; and 6: Innovation, Vision, and Creativity of the ICMA Practices for Effective Local Government Management.

2010 ICMA Midwest Regional Summit
Open to All Members in Illinois
April 8-9, 2010
Renaissance Oak Brook, Oak Brook, Illinois

Register online by April 1, 2010, for this networking and professional development opportunity for members and state officers in the Midwest. All ICMA members and state officers in Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, and Wisconsin are invited to attend the ICMA Midwest Regional Summit.

Renaissance Oak Brook
2100 Spring Road
Oakbrook, IL 60529
To make a reservation, call: 630-573-2800
Room Rate: $95
Hotel Registration Deadline: March 17, 2010
Registration Fee: $275
Register Online at http://icma.org/main/ns.asp?nsid=3357#MW
Related Events

**Midwest Region Young Professionals Leadership Institute**
*Building Your Leadership Skill Set Though the Art and Practice of Leadership*

Three workshops are being presented as a special offering to young professionals, preceding the ICMA Regional Summits in the Southeast, Northeast, Midwest, and Mountain Plains/West Coast regions. Content includes identification of effective management and supervision styles with Felicia Logan, a discussion with Bob O’Neill and a session on life balance in a 24/7 work world. **Managers, you are encouraged to invite young professionals to attend this leadership institute.** Young Professionals Leadership Institutes are designed for emerging leaders who may have MPA degrees but who may not be ICMA members or who may be working in the organization in their first job but are not in the manager’s office.

**Date:** April 7 & 8, 2010

**Cost**

**Great Value!** The cost of this special leadership skill building offering is $99! This does not include lodging.

**Who Should Attend**

- Assistants
- Assistant Managers
- Those who are beginning their career path in local government

**Agenda**

**Wednesday**

- 1:00 - 5:00 p.m. Workshop: Authentic Leadership: How to Find and Navigate by Your Own True North
- 5:00 p.m. - 6:00 p.m. Networking Social

**Thursday**

- 8:30 - 10:30 a.m. Workshop: The Practice of Leadership and a Conversation with Bob O’Neill and Franz Johannson
- 10:30 - 11:45 a.m. Workshop: Life Balance Forum: Family, Finances, and Fun
- Lunch on your own for extended networking.

**Workshop Descriptions**

**Authentic Leadership: How to Find and Navigate by Your Own True North**

**Presenter:** Felicia Logan, Director of Leadership Development, ICMA

Based on research and first-person interviews with 125 of today’s top leaders, True North presents a concrete and comprehensive program for leadership success and shows how to create your personal leadership development plan centered on five key areas:

1. Knowing your authentic self
2. Defining your values and leadership principles
3. Understanding your motivations
4. Building your support team
5. Staying grounded by integrating all aspects of your life

During the workshop we will explore the five steps together and develop personal leadership development plans to ensure our continued development as authentic leaders.

**Participants must purchase and read “True North” by Bill George prior to attending this workshop.**
The Practice of Leadership and A Conversation with Bob O’Neill and Franz Johansson
Presenter: Bob O’Neill, Executive Director, ICMA

Bob O’Neill will lead this discussion of leadership practices of the profession of local government management. The Conversation with Bob O’Neill and Franz Johansson will explore the core concepts of what makes innovation effective and what employees within an organization can do to become effective innovators. Prior to the class, participants are urged to read the article in the March 2007 issue of PM magazine, *How Professionals Can Add Value to Their Communities and Organizations*, along with *The Medici Effect: What Elephants & Epidemics Can Teach Us About Innovation*.

The discussion with Bob on the Medici Effect will include the following objectives:

1. What is the Intersection and why we can expect to see a lot more of it in the future.
2. Why stepping into the Intersection creates the Medici Effect, and how we can use intersections to generate groundbreaking ideas.
3. Outline the unique challenges faced when executing intersectional ideas and how we can overcome those challenges.

The discussion with Bob on the Practice of Leadership will include the following practices:

1. Professionals add value to the quality of public policy and produce results that matter to their communities.
2. Professionals take a long-term and community-wide perspective.
3. Professionals commit themselves to ethical practices in the service of public values.
4. Professionals help build community and support democratic and community values.
5. Professionals promote equitable, fair outcomes and processes.
6. Professionals develop and sustain organizational excellence and promote innovation.

Life Balance Forum: Family, Finances, and Fun
Presenters: Felicia Logan and ICMA-RC regional financial experts.

During this forum, subject matter experts will address the really big issues of life balance for young professionals. Lunch on your own for extended networking.

An added dimension in the Midwest Region this year: The Illinois Association of Municipal Management Assistants (IAMMA) is pleased to announce its 14th annual conference on Thursday, April 8, 2010. The conference planning committee is working to bring together exciting opportunities for managers, municipal assistants, department directors, students, interns, and other municipal professionals to take advantage of additional educational sessions during this half-day conference. The IAMMA conference will take place immediately following the Young Professionals Leadership Institute (YPLI).


Location and Accommodation Details:
Renaissance Oak Brook
Renaissance Oak Brook
2100 Spring Road
Oakbrook, IL 60529
To make a reservation, call: 630-573-2800
Room Rate: $95

**Hotel Registration Deadline: March 17, 2010**

The Renaissance Oak Brook Hotel epitomizes the trendy, sophisticated ambiance of the Oakbrook Center. A favorite among boutique hotels in Chicago, the Renaissance is 25 minutes from downtown Chicago. It is the ideal hotel for business travel, special occasions, and Chicago vacations. Discover a gem among Oak Brook, Illinois hotels with Renaissance Oak Brook.
Has your staff been cut back, but your workload increased or stayed the same?

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

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

2. Profession Resource Program (PRS) – The PRS program consists of retired, semi-retired, and MITs who are again able to do special projects, fill positions and provide expert professional services to your local government. For information please visit the ILCMA website at http://www.ilcma.org/index.aspx?nid=217

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

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

Managers in Transition who agreed to publicize their information:

Richard Saks  gandalfforever@comcast.net  708-839-0076
Craig Whitehead  dcwmgr22@aol.com  309-589-0385
Mark Masciola  Mcmmln@aol.com  630-837-6594
Sheryl Puracchio  spuracchio@gmail.com  815-931-8672
Aimee Ingalls  ingalls345@comcast.net  815-592-6090
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City of Highland Park, Illinois – Senior Human Resources Generalist

The City of Highland Park, Illinois seeks qualified candidates for the position of Senior Human Resources Generalist. Responsible for managing the multiple aspects of the HR function, ensuring the timely and professional delivery of human resources services to departments, employees and retirees. Working with a staff that includes HR Benefit Specialist, HR Assistant and part-time Wellness Coordinator, and partnering with the operating departments, the Sr. Human Resources Generalist will deal with the full range of human resources functioning including recruitment, training and development, benefits, classification and compensation, policies and procedures, performance management, discipline, and implementing new developments and innovative HR measures. The position reports to the Deputy City Manager.

The City of Highland Park is a well-respected community of 31,365 residents situated less than 25 miles from Chicago, with nearly 5 miles of Lake Michigan shoreline. Professionally managed in the Council-Manager form of government, the City employs 300 FTE in six departments, with a strong desire to be on the leading edge of municipal government. Highland Park is home to the Ravinia Festival, vibrant business districts, a variety of public transportation options, and outstanding recreational opportunities. The City provides a full range of benefits to its employees, including an innovative Wellness program.

Candidates must possess a bachelor’s degree in Human Resources Management, public administration or related field. A master’s degree is preferred. A minimum of four years of professional-level experience in Human Resources is necessary, with strong preference for public sector experience. A valid driver’s license is required; professional certification is a plus. Candidates should possess a thorough knowledge of human resource functions, strong written and verbal communication skills, the ability to work well in a team environment, and exercise professional and independent judgment in prioritizing work, formulating recommendations and making decisions.

Posting date: February 17, 2010
Closing date: March 12, 2010
Hiring salary: $60,515+/-, depending on qualifications
Apply online at www.cityhpil.com/employment

City of Vandalia, City Administrator

The City of Vandalia, Illinois, (pop. 6,975) is a historic south-central Illinois community located 60 miles east of St. Louis on I-70. As Illinois’ oldest existing state capital, it is the home of the Vandalia Statehouse, where Abraham Lincoln served as a legislator. The community has many recreational opportunities such as parks, golf, and a beautiful 660 acre lake.

The City has an annual operating budget of $8 million and 50 full-time employees, providing municipal services such as public safety, public works, water/wastewater treatment, and economic development. The City has a stable tax base with a diverse retail market.

The successful candidate must hold a bachelor’s degree in public administration, business administration, or closely related field (master’s degree preferred) and three years of responsible management experience in municipal government. An equivalent combination of education and experience may be considered. Residency in corporate limits of Vandalia is required within one year.

Salary and benefits will be DOQ. Forward cover letter, resume, salary history, and five references to: Mayor Ricky J. Gottman, City of Vandalia, 431 W. Gallatin St., Vandalia, IL 62471. EOE.

Village of Morton Grove, Community and Economic Development Director

Village of Morton Grove seeks Community and Economic Development Director. Duties include business retention and attraction, commercial area revitalization, TIF administration, development application, and plan commission liaison. Tasks include preparation of economic development agreements and incentives, economic analysis, and the oversight of community development activities related to economic development, such as long-range planning and urban design. Position requires forming relationships with business community, local, state, and federal agencies, and regional and national developers, retailers, and realtors. Bachelor’s Degree in Economic Development Urban Planning, Real Estate, Marketing, Business Administration, or a related discipline required; Master’s Degree in related field preferred. Requires min. four years experience coordinating relevant economic development activities. Salary commensurate with qualifications. Information: www.mortongroveil.org.

Resume and salary history, to: Joe Wade, Village Administrator, Village of Morton Grove, 6101 Capulina Avenue, Morton Grove, Illinois 60053
Or e-mail to jwade@mortongroveil.org
By: March 8, 2010
Equal Opportunity Employer
City/County Management in ILLINOIS

**JOB MART**

**Village of Downers Grove, Grants Coordinator, Department of Human Resources**

The Village of Downers Grove is accepting applications for the title of Grants Coordinator.

Duties: Under limited supervision, oversees all operations related to the process of securing grants for the Village, including researching grant opportunities, preparing and submitting grant applications, monitoring the status of applications and reporting on their progress. Works with Village departments to maximize the amount of grant revenues available for programs and capital projects. Identifies new grant opportunities and determines if the opportunities are appropriate for the Village. Acts as staff liaison, and/or provides staff support for board, commissions or interdepartmental staff teams. Performs related duties as required.

Minimum Training and Experience: Bachelors’ Degree supplemented by three years of progressively responsible municipal and/or non-profit grants management experience or an equivalent combination of training and experience is required. Experience should include coordinating, writing, submitting and completing grants through local, state and federal agencies. Knowledge of public administration principles and local government operations is desirable. Must be able to work independently, prioritize and complete multiple tasks with overlapping project schedules. The candidate should be detail oriented, have strong interpersonal skills, and exceptional writing, project management and reporting skills. The successful candidate will be able to quickly become familiar with the organization in order to understand the needs of the Village and pursue grant funding opportunities accordingly.


Closing date for applications: March 5, 2010.

Note: First review of candidates will occur February 15, 2010.

If interested, visit www.downers.us, for employment application and submit with your resume to: Village of Downers Grove, Department of Human Resources, 801 Burlington Ave., Downers Grove, IL 60515. EEO employer

**City of Verona, WI, City Administrator**

The City of Verona (population 10,270) invites applications for the city administrator position. Salary $84,000 - $90,000. Historic, award winning quality-of-life community in Madison metro area, experiencing rapid planned growth. Excellent library, school system, recreational opportunities. See www.ci.verona.wi.us. Require bachelor’s degree in relevant field with MPA preferred and local government administrative experience; knowledge of budgeting/finance, human resources, intergovernmental relations, community/economic development, and general municipal operations; strong interpersonal skills and commitment to team management and citizen participation/service. Application letter, resume, salary history, references to Public Administration Associates, LLC, PO Box 282, Oshkosh WI 54903 or paassoc@northnet.net by March 14, 2010.

Job Mart continued on page 14
City of Wheaton, Finance Director

The City of Wheaton (population 55,000) seeks qualified candidates for the position of Finance Director, reporting to the City Manager. Responsibilities include management of all departmental activities including staffing, accounting operations, annual City budget, cash management program, financial analysis and planning, all debt issuance activities, all statutory audit reporting requirements, and monitor and analyze financial trends for City’s revenues and expenditures.

Requirements: Bachelor’s Degree in Financial Accounting, Business Administration, Public Administration or related field; CGFO and Master’s Degree in above fields is desirable. 7 to 10 years experience in local government finance or comparable experience with minimum of 3 years experience in managerial position.

Salary commensurate with experience and qualifications.

Position open until filled. Employment applications found at www.wheaton.il.us. Submit completed application and resume with salary history to Director of Human Resources, City of Wheaton, 303 W. Wesley Street, Wheaton, IL 60187; by email to careers@wheaton.il.us or by fax to 630-260-2017. No phone calls please. EOE.

Village of Palos Park, Village Administrator

The Village of Palos Park, Illinois (5,000 population) an upscale, progressive, full-service community with emphasis on a high quality of service to its residents and businesses, and emphasis on professional municipal government is accepting applications for the position of Village Administrator. The Village of Palos Park is a very stable community, with well educated, informed residents that are passionate about protecting the forested, natural environment of Palos Park which is surrounded by 16,000 acres of Forest Preserves which were the model for the nation. The qualified candidate will have a minimum of 10 years municipal experience with strong preference given to those candidates who have already served as a city or village administrator. A master’s degree in public administration or equivalent will be required of qualified candidates.

The Village Administrator shall report to the Mayor and Commissioners. The Village Administrator is responsible for long range and short range planning and economic development. In addition to these major areas of responsibility, the Village Administrator runs the daily operations of the Village. These responsibilities include execution of the policies of the Village Board, executive leadership to the employees of the Village, prioritize and coordinate the activities and projects of the various Village departments and exercise general oversight over the Village functions which include contracts, ordinances, agreements, personnel, risk management and insurance, communications, and systems/procedures.

To receive full consideration, the Search Committee will begin reviewing applications on March 1, 2010 and will continue to receive applications until the position is filled.

Salary: Competitive. Interested candidates should send a letter of intent, resume, and five business-related references. Send to resume@palospark.org.

Job Mart continued on page 15
City/County Management in ILLINOIS

**City Administrator, City of Fairfield, Iowa**

City Administrator of Fairfield, Iowa, population 9,600 with a salary range of $75,000 to $85,000 with a full range of benefits. Former Administrator was employed by the City for 29 years. Seven member City Council with five Wards and two At-Large seats elected for four year overlapping terms. The Mayor is elected for two years and the next election is 2011. (www.cityoffairfieldiowa.com)

Fairfield was named as an “Iowa Great Place” by the Iowa Department of Cultural Affairs and features 20 art galleries, more non-profit organizations per capita than any place in Iowa, MSN. com named the Mayor as “Green” Mayor along with Mayors of New York, Chicago, Miami, Atlanta and Seattle, and more restaurants per capita than San Francisco! Fairfield is one of the most culturally diverse populations in the Midwest and home of the Maharishi University of Management with more than 1,200 students from around the world. Many of the residents have moved to Fairfield to participate in the group practice of Transcendental Meditation.

Ideal candidate should have 5-7 years of senior municipal management experience with a Bachelor Degree however, a MPA is desirable. Desired is a candidate with outstanding interpersonal and leadership abilities, possibly with Town-Gown experience, finance and budget experience and a willing participant in community activities.

See the full color recruitment profile at www.mercergroupinc.com for all the details of this exciting opportunity in the “Hottest” municipality in Iowa!

Interested professionals are encouraged to submit a detailed resume, cover letter with salary history by email and a hard copy to Gary Goddard, Senior Vice-President, The Mercer Group Inc., 85 S. Seminary Suite #3, Galesburg, Illinois 61401, garygoddard@usa.net by March 22, 2010. If you have questions please call Gary at 309.368.0378

**Polk County, WI, County Administrator**

Polk County, WI is a progressive, growing county located just north of the Minneapolis-St. Paul Metropolitan area of 42,000 population. Twenty-three Board Members elected on non-partisan basis. $52M total budget; 600 employees. Salary $85K to $100K plus benefits, DOQ. New Position.

Bachelor’s, prefer master’s in public administration/related and five years progressive governmental administration experience. Desire a strong background in budgeting/finance, personnel with labor negotiations, capital improvement planning and execution, and a verifiable record of past accomplishments. High level of integrity, open and positive communication skills; an innovative visionary with a history of stable tenures. For profile and position description visit Polk County website at www.co.polk.wi.us.

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; phone 920-235-0279; by March 12, 2010. Confidentiality must be requested by applicant and cannot be guaranteed for finalists.
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300 E. Fifth Avenue, Suite 200
Naperville, IL 60563
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In an effort to promote the profession of local government management, ILCMA would like to recognize milestones and accomplishments of its members and communities. If you have a success story to share or an important milestone to celebrate such as 50 years as council/manager form or an upcoming retirement, please contact Dawn Peters at dpeters@niu.edu so that ILCMA can appropriately recognize this accomplishment.