

City/County Management IN ILLINOIS

Volume 10 No. 7

Strengthening the quality
of local governance through
professional management

MARCH
2015



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Calendar of Events

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

March 4
Legacy Brown Bag Luncheon
Woodridge, IL

March 5
Cal-Coaching Webinar

March 6
SWICMA Meeting
O'Fallon, IL

March 19
ILCMA Professional Development Seminar
Tinley Park, IL

March 19
Metro Manager Meeting
Tinley Park, IL

March 27
IAMMA Conference
NIU Naperville

April 1
Cal-Coaching Webinar

April 1 – 2
ICMA Young Professional Leadership Institute
Evanston, IL

April 2 – 3
ICMA Midwest Region Summit
Evanston, IL

April 16
ILCMA Professional Development
Lombard, IL

April 16
Metro Manager Meeting
Lombard, IL



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President's Column

By Jason M. Bielawski, Assistant Village Administrator, Village of Roselle and Chair of the Member Services Committee

Have you ever heard the quote, "People don't join organizations, they join people"? I see the role of the Membership Services Committee as making the connection between the association (organization) and its membership (people) to ensure that the purposes for which members join ILCMA are being fulfilled. The Committee puts a personal touch to interacting with all members – current, former, or prospective – through phone calls, emails, and one-on-one interactions.

While the Committee is primarily tasked with implementing initiatives in an attempt to grow and engage the membership, every ILCMA member can play an important role in accomplishing these priorities by encouraging colleagues/co-workers to join ILCMA and/or ICMA through the sharing of how you and your community have benefited from your professional memberships. The value of our professional memberships is strengthened when new members join, as they bring with them unique ideas, expertise, and experiences. So please consider engaging a colleague or co-worker in a discussion on the value of your membership and how it provides access to networking and career support opportunities, leadership and management continuing education, and connections to resources on leading/best practices from across the country. We are all better served when our professional associations continue to attract new members.

While much emphasis is placed on attracting new members, the Committee and ILCMA as a whole, have a responsibility to support existing members. A critical service provided by ILCMA is a peer support network for members in transition (MIT) – those members who have been fired or forced to resign. In addition to providing a very comprehensive resource guide for those "in transition", support can be provided by raising the awareness level among members of how best to utilize the skill sets of an MIT. Many organizations have benefitted from an MIT serving in interim/acting administrator, department head, and other professional staff positions, and by completing special projects. Any organization who might have an opportunity for an MIT, should contact Dawn Peters.

This coming fall members can expect to receive the Member Services Satisfaction Survey. The survey is an extremely useful tool to evaluate the ILCMA's offerings and obtain feedback and specific recommendations from members on making ILCMA an even stronger association. Many committee initiatives and professional development topics originate from survey responses, so please consider completing this survey.

In closing, this coming year will again be very busy for the Membership Service Committee. Thank you to all of the Committee members who volunteer their time to execute the high quality programs and services that ILCMA members deserve and expect. These are the people that make me proud to be a member of ILCMA. This year's members include: Rick Boehm, Mike Dropka, Matt Fritz, Marian Gibson, Peggy Halik, Rachel Lange, Ashley Monroe, David Niemeyer, Leisa Niemothka, Art Osten, Eric Palm, Doug Petroschius, John Schwartz, Rachel Skaggs, Jeannine Smith, and Ryan Waller.



The HRGreen logo features the letters 'H', 'R', and 'G' in a stylized, interconnected font within a green square. Below the logo, the text 'HRGreen' is written in a green, sans-serif font. To the right of the logo, a list of services is presented in a green, sans-serif font, arranged in a vertical column: transportation, water, governmental services, senior living, energy, and land development. A thick green vertical bar runs along the right edge of the advertisement. Below the services list, the contact information is provided: 'Phone 800.728.7805' and 'HRGreen.com'. At the bottom, the locations 'Aurora | Evanston | McHenry | New Lenox | Rockford | Yorkville' are listed, followed by the tagline 'design + construct + own + operate' in a green, sans-serif font.



The SAFEbuilt logo features the word 'SAFEbuilt' in a white, sans-serif font, with a white checkmark above the letter 'i'. Below the logo, the text 'Building Department Services', 'Community Planning & Zoning', and 'Code Enforcement' is written in a white, sans-serif font, arranged in three horizontal lines. At the bottom, the contact information is provided: 'Mike Post Midwest Business Development Manager' and '(312) 339-0436 • www.SAFEbuilt.com'.

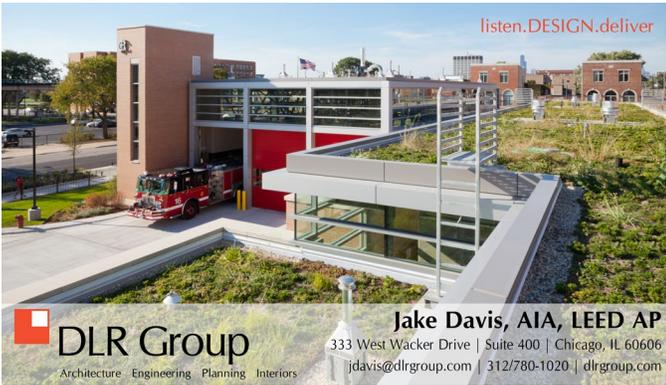
Who's Who Directory Update

Andrew Letson is the new assistant to the public works director in Lincolnwood. He was formerly a management analyst in Northbrook. His new contact information is:

Andrew Letson
Assistant to the Public Works Director
Village of Lincolnwood
7001 N. Lawndale Avenue
Lincolnwood, IL 60712
Ph: 847-745-4851
Fx: 847-675-4432
Email: aletson@lwd.org

Laura Lake has been appointed as a management analyst in the village of Glenview. She was formerly a management intern in Morton Grove.

Congratulations to **Heidi Voorhees** who will be the recipient of the "Heart of the Family ~ Character Counts" award from the Family Service Center. The Family Service Center is a not-for-profit organization serving the community since 1913. FSC provides individual, marital, and family therapy for emotional, behavioral, relationship and substance abuse issues. Services include but are not limited to therapy for anxiety, depression, child problems, later life concerns, marital conflict, stress-related physical problems and life's major transitions. Service is offered to individuals and families that live work or attend school in the communities of Glenview, Kenilworth, Northbrook, and Wilmette. In addition, Family Service Center's professional staff present on a variety of family and workplace-related topics to organizations and schools in our communities.



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Corporate Partner Spotlight

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

Severe Weather Preparedness

by Bryan Luke and Kurt Hansen, Christopher B. Burke Engineering, Ltd.

Blizzards, floods, tornados - your Municipal Departments have their severe weather/disaster reaction plans. How well are they integrated? Do you have the data needed for FEMA reimbursement?

Here are a few tips, inspired by a presentation to ACEC's Environmental Committee by Ed Andrews (City of Washington's Director of Public Works).

1) Have a set of paper maps. In this day and age the power of GIS often surpasses the need for physical paper maps. In an emergency, with the power grid down and your computer no longer available, you have the paper maps to hand to multiple first responder crews heading from building to building. Even if the internet is working, time spent on log-ins, scrolling, and loading data can be better spent on helping people. Keeping the maps in a safe and accessible place is key; consider exchanging maps with your neighboring community, so even if your set is wiped out another set is available.

2) Meet your FEMA Representative. Standing knee-deep in water or in debris is not the time to make first introductions. With a majority of the filing going through the County Representative, a scheduled meeting for introductions, and to review the FEMA applications as they pertain to your municipality and county, will help streamline the reimbursement process.

3) Cross reference data. Each Department has their own data set that is critical to their role in the response. Knowing what is critical to the other departments is also important, as is knowing the format of everyone's data, and its accessibility. A twice-yearly plan review meeting with all departments will allow everyone to be on the same page for what information needs to be accessible within the first week of the disaster and will limit re-work for FEMA and IEMA applications.

Severe Weather Preparedness Week

First week in March

Flood Awareness Week Mar 15-21, 2015

Lightning Awareness Week Jun 21-27, 2015

Winter Weather Prep Week Nov 15-21, 2015

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4) Dry-run FEMA and IEMA applications. Attend an IEMA "Disaster Assistance Process" seminar. When disaster hits, FEMA and IEMA public assistance requests are usually due within the week. FEMA's default values could severely underfund your cleanup efforts. Reading through the application requests and tabulating generic data for a "typical square mile" of your community should be done in advance. Once the disaster hits, you can quickly refine your dry-run estimate by using your cross-referenced data matrix to determine a solid estimate of debris volume, impacted homes / businesses, haul routes, etc. If manpower allows, the estimate can be further refined by looking at Google Street View to see how many stories the demolished buildings had, and to estimate the number of detached sheds/garages.

5) Get on the ESRI Cloud. If your community does use GIS to collect and store data, ESRI Cloud can be a good investment. When buildings, trees and any other previous landmarks have been blown away or are resting under feet of water, having your people in the field with their smart phones that get them within a few feet of a house's water line / gas line is extremely helpful. First responders and other crews can pin locations of new problems, resolved problems, and log visits.

6) Debris stockpiles and hauling. If property owners move the disaster-related debris to a public right-of-way, the local government may be reimbursed for curbside pickup and disposal for a limited period of time. If the debris on private business and residential property is so widespread that public health, safety, or the economic recovery of the

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Corporate Partner Spotlight

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

Will There Be a Resurgence of Development in 2015?

By Fran Lefor Rood, AICP, SB Friedman

The Chicago region has an educated workforce, world-class amenities, and access to markets nationally and worldwide. Economic indicators are positive, and real estate occupancy and absorption continue to recover following the recession. So, what are the major factors that will impact development in 2015? Can we expect a resurgence? How can municipal leaders be proactive and ready to capture new development?

As Stephen Friedman, president of SB Friedman Development Advisors, discussed at the 2015 Illinois Financial Forecast Forum, there are many reasons to be optimistic about a real estate recovery in 2015:

- Despite negative press regarding its challenges, the Chicago region continues to attract residents and investment, and is one of the 10 most important global regions (Brookings Institution/Chicago Tribune 2015).
- Illinois and the Chicago region are a relative value for residents, with the cost of living lower than in other major metropolitan areas like New York, Los Angeles, Boston, and Washington, DC (C2ER and ACCRA Cost of Living Index). Similarly, the state/local tax burden for individuals is lower than that in New York, California, Massachusetts, and even Wisconsin (Tax Foundation). The reduction in the personal income tax rate in 2015 enhances the state's competitiveness.
- Employment has recovered to 2008 levels in most of the region, with manufacturing, logistics, professional services, and management sectors the strongest since 2010 (IDES, Where Workers Work).
- Suburban population growth is expected to continue, with over 100,000 new adults added through 2018 (Esri).
- The state's transportation agenda includes key suburban projects that will enhance access, such as the Elgin O'Hare Western Access and the Illinois Route 53/120 project (Illinois Department of Transportation).

Some drags on the regional economy include unfunded pensions and high workers compensation premiums. Business taxes are higher than in neighboring states, although only in the middle of the pack nationally. Additional challenges, such as property tax rates in southern Cook County, are problematic on a local level. Overall, the region seems poised for (re-)development in 2015.

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Real estate experts at the Forum discussed recent trends and projections for 2015:

Industrial. Carter Andrus, Senior Vice President Market Officer - Chicago, ProLogis, noted that the industrial market continues to be the strongest market in the region, with low vacancy, increasing rents, and an uptick in speculative development. Demand is expected to exceed supply through 2015 and perhaps for several years to come. Changes in distribution due to e-commerce trends will impact the types and locations of new facilities, with companies preferring infill locations near population centers to provide high levels of service.

Office. As Randy Tieman, director at Mortenson Development, discussed, the suburban office market is rebounding, and location decisions are likely to be primarily driven by demographics, technology infrastructure and incentives. While the suburbs face challenges in attracting young professionals preferring an urban experience and multifamily housing options, many family-age professionals continue to choose traditional suburban lifestyles, presenting a ready workforce for suburban office tenants.

Residential. The residential market has lagged other major metropolitan areas in recovery from the recession, but Tracy Cross, president of Tracy Cross & Associates, described a few bright spots in recent years, including denser attached product and age-qualified active adult developments. Projected demographic shifts are likely to result in growing multifamily and attached housing demand in the suburbs, although single-family homes will continue to predominate. He predicts significant growth by 2017.

Retail. Kelley Cofer of TheRetailCoach noted that retail fundamentals, such as consumer confidence, population

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IML Managers Monthly Column

What would you do if your state shared income tax revenue was cut in half?

On February 18, 2015, our newly elected Governor Bruce Rauner presented his budget message. A number of intriguing items were laid out affecting local government, but most alarming was a proposed 50% reduction in state shared income tax revenue. Rauner proposes these cuts based, in part, on the fact that local governments have millions in reserves. That's because we have managed our funds conservatively and responsibly. While Illinois has serious financial concerns, the solutions should not be placed upon the backs of communities.

Many communities, mostly non home rule, have an added struggle, due to their inability to raise taxes, to offset this potential loss even if they so wish. Some of these cities have already experienced lowering property values which equals lower property tax revenue.

Some of our municipalities have already done the math and this proposed reduction equals a \$3.5 million loss for the City of Schaumburg, \$3.2 million for Skokie, and even \$9 million for Rockford. How much will it mean to your community? How many layoffs? Police and firefighters? Delayed projects or purchases?



Educate. Advocate. Empower.

The IML announced it has already begun discussions with the Governor's senior staff. These discussions will be an important component of our stand in saving state shared revenues. But now is the time to utilize our relationships with local state legislators as well. We need to make our plights clear and show them, in person if necessary, what a loss of this revenue would mean to each of us. We also need to educate the Governor and his staff why cities have financial reserves and the protection that a fund balance provides for each of us.

In his speech, the Governor also proposed a reduction in unfunded mandates, and new tools to provide "employment flexibility and compensation restructuring." We will have to educate ourselves on those proposed tools and hope they make sense for our operations and will lead to cost savings.

We applaud Governor Rauner's fortitude in trying to address Illinois' money troubles. We just need to make sure he and the legislature understand it cannot, and should not be by risking the basic services we so efficiently provide.



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community is threatened, FEMA may fund debris removal from private property, but it must be approved in advance by FEMA.

Look through your contract with your local waste remover. It may already include hauling storm waste at a lower than average rate. This is an important subject to look into when your municipality is renegotiating or looking to switch between the bigger companies and a local guy with three trucks.

Remember the haul routes will reduce the life cycle of the pavements and sewer system. Streets may have to be milled/resurfaced or even reconstructed and storm sewers cleaned. Truck routes for rebuilding should also be considered.

Having a comprehensive and integrated plan for all stages of disaster events, from early warning through receiving FEMA's reimbursement will benefit your community as they live through the tough times. Review / update your plans now and mark your calendar for yearly review as part of "Severe Weather Preparedness Week".



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2015 Coaching Webinars

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Developing Effective Relationships with Elected Officials

10-11:30 a.m. PT, Thursday, March 5

Best Practices in Strategic Planning and Action

(cosponsored with CSMFO)

1-2:30 p.m. PT, Wednesday, April 1

Moving from Conflict to Civility and Problem Solving

10-11:30 a.m. PT, Thursday, May 14

Engaging Employees Effectively

(cosponsored with CSMFO)

1-2:30 p.m. PT, Wednesday, September 16

Serving Diverse Populations Successfully

1-2:30 p.m. PT, Wednesday, October 21

Best Practices for Managing Social Media & Gossip

10-11:30 a.m. PT, Thursday, November 5

1. Subscribe to email list for notices with webinar details.

This is best way to get the registration details about webinars delivered to you as soon as they are available. Subscribe to the list at www.cal-icma.org/coachingList.

2. Register in advance for each webinar.

There is no charge for participating in the webinars, but each requires its own advance registration. Links to register for each webinar are available now at www.cal-icma.org/coaching. After registration for a webinar, you'll receive full details about log-in procedures and listening options.

3. Organize a group to participate in each webinar.

This is great way to share the learning experience and discuss opportunities to apply the information to your agency.

4. Ask questions and participate.

In advance: submit questions via email to Don Maruska, Director of the Cal-ICMA Coaching Program, at cal-icma@DonMaruska.com.

During the webinar: use the webinar "Question" tool. As webinar moderator, Don Maruska will pose the questions anonymously on your behalf. We also invite you to participate in the online polls that gather audience members' insights.

5. Access the presentations, video recordings, and polling results.

About 24 hours after a webinar, a digital recording and the presentation and audience polling results will be available at the "Agendas & Archives" tab of www.cal-icma.org/coaching.

6. Discuss the results.

Many agencies are arranging groups to listen to the webinars (live or via recording) and have discussions afterwards about application of the ideas to their specific organizations. Each webinar has suggested post-webinar group discussion questions in the Agenda notice.

7. Missed a live webinar?

Don't worry!

All webinars are archived for on-demand viewing or download in mp4 format for individual or group viewing at your convenience. The presentations are saved at "Agendas & Archives" tab of www.cal-icma.org/coaching compliments of Granicus, an ICMA strategic partner. You also can subscribe to podcasts to listen while you are on the go.

Find us on...   

Career Compass

The Coaching Program offers a series of "Career Compass" articles. Written by ICMA Liaison for Next Generation Initiatives, Dr. Frank Benest, these columns will help you navigate the course to a successful government career. Recent topics include:

- "Your Staff Meetings Don't Have To Be Dreary"
- "The Courage To Do the Right Thing"
- "The Post-Heroic Leader"

To view all the columns, visit the Cal-ICMA website at:

www.cal-icma.org/coaching and click on "Coaching Programs & Resources."

To suggest topics for future columns, contact Frank at frank@frankbenest.com.



Advancing Civic Leadership



CLA Courses Qualify for ICMA's Voluntary Credentialing Program

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March 3, 2015 - NIU Naperville
Advanced Grant Writing
- March 10, 2015 - Virtual-Online with Adobe Connect**
Data for Decision Makers - Public Officials and NFP's- Grab the Public Data that You Need
- 
March 12, 2015 - NIU Naperville
Performance Appraisals & Hot Topics in Employment Law
- 
March 13, 2015 - DeKalb County Community Foundation
Nonprofit Checkup #3 Know Your Numbers: Program Effectiveness
- 
March 16, 2015 - NIU Hoffman Estates
Executive Director 101 - Nuts & Bolts
- 
March 23, 2015 - NIU Naperville
Fundraising and Financial Management for Nonprofits
- 
March 24, 2015 - NIU Naperville
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ILCMA Members Raise \$1000 for Special Olympics

ILCMA members raised just over \$1000 in the recent raffle that was held in conjunction with the ILCMA Winter Conference. The proceeds will be donated to the Special Olympics Illinois Heartland. Jill Bertelsen, Special Olympics Illinois Heartland Area 6 Director, addressed the conference attendees and thanked them for their support.

ILCMA would like to thank our sponsors who contributed the prizes for the raffle. They include: HR Green, Inc., Baxter & Woodman, SAFEbuilt Illinois, MGP, Inc., Clark Dietz, Inc., GovHR USA, AXA, and MGP, Inc.



*The ILCMA Professional
Development Committee
Presents*
**Effective Public Communication
through Social Media**

Is your message reaching your audience the way you intend, or is it filtered and distorted like a bad game of telephone? In a society increasingly dominated by distraction and fragmented information, are you doing enough to get your unfiltered message out to your constituents?

Join our three public communication experts to learn the ins and outs of integrating social media into your public relations strategy. Whether your organization is considering a move to social media, already doing it, or not sure if it is right for you, this session will walk you through what it takes to use social media effectively and how to create, implement and enforce a modern communications policy.

Speakers:

Luke Stowe, Digital Services Coordinator, City of Evanston
Doug Kozlowski, Communications Director, Village of Downers Grove
Linda Krajniak, Director of Media Services, City of Des Plaines

Date: Thursday, March 19, 2015

Time: 8:30 a.m. Registration and Continental Breakfast
9:00 – 11:30 a.m. Presentation

Location: Tinley Park Convention Center ~ **NOTE CHANGE OF LOCATION!!**
18451 Convention Center Drive
Tinley Park, IL
**Addresses ICMA Practice Areas 7
(Technological Literacy) and 14
(Advocacy and Interpersonal
Communication)**

Cost: \$35 for Professional Development Only
\$55 if also attending the Metro Manager Luncheon (\$5 discount)
Members in Transition – please e-mail or call Alex below to register

RSVP: Phone in Registration 815-753-5424
By March 16 Email registration to Alex Galindo at agalindo@niu.edu
Online Registration with Credit Card: <https://www.ilcma.org/forms.aspx?FID=79>

*Cancellations must be made by March 16.
Any cancellations after that date will require full payment.*

Innovation Edge

Creating a Replicable Model for Electric Vehicles through Public-Private Partnerships City of Loveland, CO

by City of Loveland, CO, Prepared by Tyler Goodman, Management Intern, Alliance for Innovation

This article is based on Loveland's TLG 2015 case study. Loveland will be presenting at the annual Transforming Local Government Conference, held in Phoenix, AZ, April 13 – 15. To learn more about their presentation, visit <http://tlgconference.org/index.aspx?page=126>. To learn more about the conference and register, please visit <http://tlgconference.org>.

The United States is 93% reliant on oil for transportation needs, leading to a variety of risks including environmental issues, national security issues, and economic security issues. Electric vehicles (EVs) represent the best scalable opportunity for widespread adoption of alternative transportation. Because electricity is generated by a diverse set of primarily domestic energy sources, its price has historically been more stable than fuel sources for conventional vehicles. As a result of this, fuel costs for an electric vehicle can be significantly lower than the average gasoline-powered vehicle. The city of Loveland sees the costs savings of electric vehicles as just one of the immensely important reasons for continuing its involvement in Drive Electric Northern Colorado.

Drive Electric Northern Colorado (DENC) is working to create a replicable and scalable model for EV deployment with the intent to increase widespread adoption of EVs around the United States. The city of Loveland partnered with the Electrification Coalition, the city of Fort Collins, and Colorado State University to launch Drive Electric Northern Colorado in February 2013.

Through this partnership, Loveland has worked rigorously to provide the necessary elements for widespread plug-in electric vehicle (PEV) use and deployment around the Northern Colorado region.

DENC is a regional collaboration that is developing, testing, and implementing multiple innovative programs that help create a model for driving EV adoption. The program elements include education, outreach, and marketing efforts targeting businesses and consumers alike, among other targeted programs. Loveland is a core-planning partner in DENC helping to develop and implement programs that influence EV adoption by connecting to consumers and prominent area businesses in Loveland. To achieve



the program goal of widespread EV deployment, DENC integrates a strong tracking and analytic component to each aspect of its work including outreach and education, events, and infrastructure development. This model has a high likelihood of substantially increasing EV adoption not only in Colorado, but also across the United States for its ability to be easily replicated in other jurisdictions.

The Electrification Coalition selected Northern Colorado for the first replicable/scalable EV deployment community in the United States because Loveland features a host of the qualities necessary for a successful deployment community including: active, engaging city utility and high available tax credits for the purchase of an EV. DENC launched in February 2013 as a partnership between the Electrification Coalition, city of Loveland, city of Fort Collins, and Colorado State University. With support from Loveland and Fort Collins mayors, executives at Colorado State University, and the Electrification Coalition board, the program launched with the first DC Quick Charge station in Colorado.

DENC is innovative in its programmatic design to be a replicable model for EV deployment with a goal to be used and implemented by communities around the country. For this reason the program has utilized a strong analytic component to each aspect of its work throughout the region. DENC is developing programs to track charging station utilization to understand how chargers are used at various locations, which will help DENC to refine future charging installations. It is also tracking overall vehicle sales in the region compared to national adoption rates, and historic adoption of traditional hybrids as an indicator of likely adoption for EVs.

Additionally, it created an innovative model to integrate existing EV owners into marketing efforts that puts them at the forefront of EV acceleration efforts. The data gathered from EV owners includes information about EV ownership and driving habits, which constructs the baseline data for the program and current tracking components. DENC also currently tracks consumer sentiment of EVs before and after each driving experience. This data serves as indicators of success for the program and helps to identify potential adopters.

continued on next page

We installed charging stations at four locations for public use and at one location for city fleet vehicles; the total cost of installation was \$38,157 for public locations and \$9,910 for fleet locations. Grant funding was used to help fund the installation and the overall cost to the city was 15,776 for public locations and 3,650 for fleet locations. The city of Loveland did not encounter any savings with regards to the installation of the charging stations and did not use a private consultant for the project. However, private contractors were used to help with the installation process.

This process did not come without some struggles. The largest obstacle that was encountered at the city of Loveland related back to the purchasing of new, untested equipment to be used in the field. We purchased dual head charging stations that were developed in a lab environment and were not ready for production at the time of installation. This led to many implementation problems including integrating installation, use of credit card chargers, and receiving charge from the charging station. We were able to resolve these problems by working with the manufacture to update the firmware and even replacing some of the charging stations that appeared to be malfunctioning. Today, we are still monitoring the charging stations for proper operation; however, we have issues with utilization of the charging stations in the public and internally for city owned vehicles. We feel the true issue is related to training the general public and city employees in how to operate the charging stations since different manufactures use different procedures.

The DENC model was designed to be replicated by other communities, and the city of Loveland has not yet been notified of another program that combines the innovative elements that are seamlessly combined in DENC such as outreach, education and marketing, infrastructure development, fleet transition, and pipeline of available vehicles. The program has already featured numerous case studies that are publicly available for other communities to begin learning about the deployment community model.

DENC has developed the program through various sections of work that will be easily replicated by other communities. The first is outreach, education, and marketing, which focuses on reaching businesses and consumers throughout the region through a comprehensive platform of communication and events related to EV education. A second is infrastructure development, where DENC helps to install, educate, and track usage of public and privately available charging infrastructure. DENC also works with companies and organizations throughout the region to educate about EV fleets and the numerous benefits that coincide with driving electric. At the national level DENC

works with the product pipeline to ensure there are a variety of available EV models in the region to account for the growing interest and demand in the vehicles.

In conclusion, this program has several outcomes. In February 2013 when the DENC program launched, there was only one charging station in Northern Colorado. After 18 months there are over 20 charging stations in the region. Additionally, electric vehicle sales in the region are 42% higher than the national average. DENC is also working with the State of Colorado to capture high-resolutions data on a monthly basis to better understand where EVs are being registered, which will help DENC understand where best to target outreach and education efforts to further drive adoption. DENC hosts several events monthly to get locals behind the wheel of an EV, resulting in over 800 people driving an EV, many for the first time. At these events DENC fields surveys to measure changes in public perception of EVs. Through these surveys, DENC has learned that 88% of participants had never driven an electric vehicle before a DENC ride-and-drive event. Also the number of people claiming they would be “very likely” to purchase or lease an electric vehicle increased from 21% to 40%. Participants who stated they were “unlikely” or “very unlikely” decreased after test-driving an EV. DENC is also tracking and analyzing charging station utilization to help refine future station installations.

This article is adapted from a TLG 2015 Case Study submittal. You can see Loveland’s presentation at TLG 2015 conference April 13 – 15 in Phoenix, AZ. Visit <http://tlgconference.org/> for more information.



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1st Quarter
2015 Legacy
Project
Luncheons



**1st Quarter 2015
Upcoming Luncheons**

Brown Bag (bring your own)

January 7, 2015

Geneva Fire Department
200 East Side Drive, Geneva

February 4, 2015

Arlington Heights Village Hall
33 S. Arlington Heights Road

March 4, 2015

Woodridge Village Hall
5 Plaza Drive, Woodridge

Luncheons are held on the first
Wednesday of each month—
starting at 11:30 a.m. and ending
promptly at 1:00 p.m.

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

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(And Getting It!)

For many successful people—women in particular—being good at what you do isn't always the same as being fulfilled, satisfied or joyful. And there doesn't have to be anything *wrong* for you to want more, better or different of what you've already got, *right*? With her accessible and entertaining style, Certified Executive Coach Julie Colbrese, offers a direct approach to identifying what you really want, loosening your grip on self-limiting beliefs and creating action and accountability that will get you moving toward your goals.

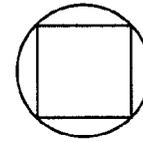
Presenter: Julie Colbrese

As a Certified Professional Co-Active Coach (CPOCC), Professional Certified Coach (PCC) and experienced group facilitator, Julie combines co-active coaching skills with unique problem-solving tools honed through 20 years in the creative services industry. In addition to her private practice with individual clients, Julie works within businesses and nonprofit organizations to build successful and highly functioning teams. For more information visit <http://www.hotcoffeecoaching.com>.

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

www.legacyprojectnow.org

Metro Managers



Join Us for Lunch & A Discussion Regarding Ethics, Integrity and Elected Officials

Ethics and Integrity have always been amongst the most important elements of professional municipal management. Of course, it is not just about our personal actions, but also the actions of others in our organizations. Have you ever had to address an ethical issue involving an elected official? Two of your peers will be presenting their real-life stories of events they dealt with and lived to tell the tale.

Join Maria Lasday, Bannockburn Village Manager and Jim Grabowski, City Manager in Elmhurst who will be the presenters.

As part of the March luncheon and program, the Metro Board encourages everyone to bring a friend. Consider inviting a fellow Manager or Administrator who may not attend the Metro luncheon programs regularly – or may not even know that they take place!

Date:	Thursday, March 19, 2015
Time:	11:30 a.m. Networking Noon Lunch 12:40 p.m. Presentation
Location:	Tinley Park Convention Center – NOTE LOCATION! 18451 Convention Center Drive Tinley Park, IL
Cost:	\$25 check or cash payable at the door (Interns and MIT are free) <i>There will be an additional \$5 charge for invoicing the cost of the luncheon.</i> \$55 if also attending the ILCMA Professional Development Event: “Effective Public Communication through Social Media” Members in Transition – please e-mail or call Alex below to register** <i>ILCMA members – invite an MIT to lunch today!!</i>
RSVP By March 16	Phone in Registration 815-753-5424 Email registration to Alex Galindo at agalindo@niu.edu Online Registration with Credit Card: http://www.ilcma.org/forms.aspx?FID=79

Cancellations must be made by March 13. Any cancellations after that date will require full payment.

ILCMA Membership Responsibilities For Members In Transition

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

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

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

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

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

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

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

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

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

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

John Kolata
jdkolata@hotmail.com
309-525-2359

Tim Ridder
timothyridder@hotmail.com
cell: 399-236-0929
home: 815-492-0040

Dawn Wucki-Rossbach
drossbach@att.net
847-934-1562

Eric Tison
cubguy77@comcast.net
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ICMA Midwest Regional Summit
April 2-3, 2015
Evanston, IL / Hilton Orrington



You are invited to join ICMA leadership, state association leadership and your fellow ICMA members in the region to the **2015 Midwest Regional Summit on April 2 and 3.**

WHAT IS AN ICMA REGIONAL SUMMIT & WHY SHOULD YOU PLAN TO ATTEND?

- Professional Development
- Networking with Your Colleagues
- ICMA Updates
- Meet with ICMA Executive Board Leaders
- State Information Sharing

CONTENT FOR 2015:

- This year the featured ICMA University Workshop is **The Art and Science of Persuasion**. The art and science of persuasion needs to be in every manager's tool kit. Provocatively, Daniel Pink in his new work, *To Sell is Human*, explains that everyone must master the art of sales. This interactive skill-building session will focus on how the top six traits of effective sales people can improve your ability to work with elected officials, citizens, and staff.
- The Summit agenda also includes discussion of regional issues, updates on current ICMA initiatives, and an emphasis on the future of the profession and the value of ICMA membership.
- The Summit is a **full professional development package in just 24 hours; it launches at 1:30 p.m. Thursday and wraps up by 12 noon on Friday.**
- Meet and engage in dialogue with your ICMA Executive Board Regional Vice Presidents. They will facilitate the information sharing on Friday focused on ICMA priorities for 2015 and ongoing collaboration with state associations and state leaders. Plan now to join your peers and colleagues for this unique opportunity.

ADDITIONAL OPPORTUNITIES:

ICMA Emerging Professionals Leadership Institute (EPLI)

ICMA developed the Young Professionals Leadership Institute (YPLI) in 2006 with support from ICMA-RC. This event, now renamed EPLI, is held the day before each regional summit. This year's program will include a conversation with ICMA Executive Director, Bob O'Neill, as well as ICMA-RC professionals about how to make smart financial decisions for your career. The event begins Wednesday morning, April 1, and concludes at noon on April 2, just before the Regional Summit begins. Full details, including registration for all aspects of the Midwest Regional Summit and the Emerging Professionals Leadership Institute can be accessed at <http://icma.org/summit>. Click on the Midwest Regional Summit option.

--OVER--

SUMMIT SCHEDULE:

Thursday, April 2

- 1:30-4:30 ICMA University Workshop: The Art and Science of Persuasion
5:30-6:30 Reception - sponsored by ICMA-RC
6:30-8:30 Dinner - "Celebrating the Profession"

Friday, April 3

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

REGISTRATION:

Online registration is now open at <http://icma.org/summit>. Click on the Midwest Regional Summit, and register by clicking on the word "Register" in the blue bar on the upper right of the page.

Fees / Options:

- ICMA EPLI (Wednesday April 1 and Thursday, April 2) = \$99
- Midwest Regional Summit (Thursday, April 2 and Friday, April 3) = \$295 for ICMA members (\$395 for non-members)

HOTEL INFORMATION:

Hilton Orrington/Evanston: 1710 Orrington Avenue, Evanston, IL 60201

Reservations: (888) 370-0980

Room Rate: ICMA rate of \$159

Indicate that you are attending the ICMA Midwest Regional Summit.

Hotel Cut-off: March 11, 2015



**ICMA Midwest Regional Summit
April 2-3, 2015**

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continued from page 5

growth and labor market participation, are strengthening. Two major trends will impact the types of future retail: 1) E-commerce is reducing the size of stores, but may provide opportunities for smaller communities to attract retailers. 2) The retail market is increasingly bifurcated into luxury and discount markets, with traditional mid-market chains suffering. Restaurant, entertainment, and service uses are expected to continue to grow, and provide needed traffic to shopping centers.

Given these market potentials, how can municipalities prepare to take advantage of market opportunities?

- Have an actionable (re-)development strategy that considers economic feasibility, physical assets and constraints, and community goals. What are your priorities? What sites are available? What infrastructure is in place? What are the action steps?
- Have an incentive policy/framework outlining when you may consider alternate incentives before a developer approaches you seeking assistance.
- Form relationships with developers and brokers to inform them of your (re-)development strategy and incentive policy.
- Be flexible where possible regarding development requirements and be responsive, since requirements and delays impact a project's bottom line.

As resurgence is likely in 2015, municipalities can be proactive in attracting development.



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City of St. Charles, Director of Information Services

Progressive, professional municipal government seeks a seasoned information systems professional. The Director is recommended for appointment by the City Administrator to Mayor, with consent of the City Council and works under the direction of the City Administrator. The Director works closely with Department Directors and City staff as the head of an internal services Department. The Information Systems Department has an operating budget of \$1.2M, and a staff of 11.5 full-time employees.

Requirements

A Bachelor of Science degree in Computer Science or related field, with a minimum of ten (10) years of experience in programming, systems analysis, design, and project management is required. A Master's degree or the ability to obtain one within five (5) years of hire is required. A minimum of ten (10) years of leadership experience and a minimum of five (5) years of supervisory experience is required. National Incident Management System (NIMS) training is required once hired.

Innovative technical and organizational skills are strongly desired. Superior leadership, interpersonal communication skills are essential. Any equivalent combination of experience and education that provides the required knowledge, skills, and abilities will be considered. Residency a plus but not required after appointment. If selected, successful completion of a thorough background check and drug screen are required.

Salary

Anticipated starting salary is up to \$130,000 with excellent benefits, negotiable depending upon qualifications, experience and professional achievement.

Applicants should apply by March 13, 2015 with résumé, cover letter and contact information for five professional references to Joellen C. Earl at www.govhrusa.com/current-positions/recruitment. Telephone: 847-380-3238. Please do not submit an application on the City of St. Charles website. All submissions must be directed to GovHR USA. A full brochure with additional information about the position is also available at the web address listed above.

The City of St. Charles is an Equal Opportunity Employer.

Village of Niles, Chief of Police

The Village of Niles is seeking a Chief of Police who is the Police Department's chief executive officer, and has authority and responsibility for the management, direction and control of the operations and administrations of the department. The Chief of Police is appointed by the Mayor and majority vote of the Village Board and reports to the Village Manager. This is a very challenging position that requires a high degree of interpersonal skills in addition to outstanding organizational and administrative ability. The Police Chief is responsible for a staff of 65 full-time and 77 part-time employees, including union and non-union.

Essential Job Functions:

- Develop the organizational structure of the department
- Establish, issue, and enforce rules, regulations, policies, and procedures for the department
- Keep accurate records of all calls for police services required by statute or department procedure
- Prepare and submit the Police budget to the Village Manager
- Establish and issue annual goals and objectives for the department
- Maintain a personnel file for each employee in the department
- Interact with other Village of Niles department heads to resolve or address issues of mutual concern
- Promote public understanding and acceptance of department policies and procedures through frequent personal interaction with residents and groups & by maintaining open relations with the media
- Determine the needs and expectations of the community, act upon those needs and expectations, and inform the public of resulting policies developed to improve the delivery of police services
- Be familiar with CAD and records management systems
- Diligently inquire into all complaints of charges and misconduct in the performance of duty by department members, and take such steps as are set forth in current department procedures
- Ensure cooperation with other local, county, state, and federal agencies in matters of mutual interests
- Respond to serious disasters or crimes and remain informed as to the progress of the investigation
- Attend community events as an advocate for the Village
- Advance community policing efforts
- Must have a valid Illinois driver's license or be able to obtain one within 30 days of hire

The ideal candidate should have a Bachelor's Degree from an accredited college or university or equivalent and significant command-level experience combined with other executive leadership education and training. Certificates of completion required from an accredited institution such as Northwestern University Center for Public Safety, the

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Southern Police Institute or FBI National Academy, in areas of management, budgeting & topics relating to the public function. Experience with union negotiations and a minimum 5 years senior law enforcement level required.

This is an exempt position. Salary range: \$135,000 to \$145,000 depending on qualifications. The Village offers an excellent benefits package. To apply submit a cover letter, resume and 4 references to Personnel Office, Village of Niles, 1000 Civic Center Drive, Niles, IL 60714. Email: personnel@vniles.com. Fax: 847-588-8051 by April 8, 2015. Equal Opportunity Employer, Male/Female

Mercer County, County Administrator

Mercer County, IL (Pop – 17,000) County Seat: Aledo. Mercer County is an agricultural county located in western Illinois bordering the Mississippi River. Mercer County offers a great quality of life with many recreational opportunities. The County is seeking candidates with extensive budget and finance and economic development background; and a strong background in professional management at the local/county government level. The County has a ten member board, employs 132 full time with an annual budget of \$11 million. Successful candidates will possess a team oriented management style, experience with labor relations/negotiations and employee benefits. Candidates will be required to have a Bachelor's Degree in public or business administration or related discipline and five or more years of experience. A Master's Degree or similar work related experience is preferred. The salary range is \$65,000 to \$70,000 depending on qualifications with a strong benefit package. Residency within the County is required within six months. Candidates should apply by March 17th, 2015 with resume, cover letter and three work related references to: Mercer County, 100 SE 3rd Street, Aledo, IL. 61231 Attention Phyllis Bewley or email to: pbewley@mercercountyil.org



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City of Rock Island, Budget & Grants Manager - CED

Hours are full time and annual salary range is \$45,482 to \$70,557 with benefits. This is a highly responsible professional, technical and administrative work in researching, developing and monitoring grants. The employee develops a schedule of programs, projects and activities to obtain grant funding; prepares grant applications and coordinates a wide variety of grants. The incumbent prepares the department's annual budget including budgetary monitoring and control. Work also includes the research, analysis and coordination of a variety of special projects from inception through completion. Work is performed under the direction of the Community and Economic Development Director and is reviewed through conferences and reports. Graduation from an accredited four year college or university with major course work in economic development, planning, accounting, finance, economics, political science, business or public administration or a related field; some accounting experience is required; or any equivalent combination of training and experience. Possession of a valid Class "D" Illinois driver's license or an equivalent license from the employee's state of residence. Selected candidates must meet a residency requirement, which includes a 10 mile radius on the Illinois side of the Quad Cities, within one year of hire date. For full job description please visit the website at www.rigov.org. Must pass a background check, physical and substance screening. In order to be considered for the position you must apply online at www.rigov.org. Applications will be accepted continuously. EOE

Village of Deerfield, Public Works Analyst

The Village of Deerfield Illinois is seeking applications for the position of Public Works Analyst. The general function of the position is to perform complex administrative, analytical, operations, and project support within the Department of Public Works and Engineering. The Analyst is expected to work closely with the Assistant Director of Public Works and Engineering, and the Director, in relation to a multitude of Public Works and Engineering related projects, contractual work, and general office administrative work. The work performed by the Public Works Analyst necessitates knowledge of Public Works operations with respect to purchasing, and tracking equipment and material required to perform day-to-day Public Works functions.

Under the administrative direction of the Assistant Director of Public Works and Engineering, and various Village management team members as appropriate, the Public Works Analyst is responsible for administering contract work, facilitating Public Works operations, and performing other high-level administrative duties as assigned. This position is required to coordinate with outside agencies, often in a written format, on behalf the Village with respect to maintenance and operations of any and all Village infrastructure, intergovernmental agreements, grants, and permits. The Public Works Analyst prepares presentation materials, Village board agenda items, and is occasionally required to attend night meetings, including regular board meetings.

A Bachelor's degree (Master's degree desirable), minimum of 2 years' experience in public works, or similar education and experience in a related field is necessary. Salary range is \$58,389-\$68,693 along with excellent benefit package. Candidates should submit a cover letter, resume, and a completed Village of Deerfield application to Dan Elsass (PH: 847.719.7438), Human Resource Coordinator, at the Village of Deerfield: 850 Waukegan Road, Deerfield Illinois 60015, or via email (preferred) to delsass@deerfield.il.us, and will be accepted until March 6, 2015. The Village of Deerfield is an equal opportunity employer.

Village application forms and a detailed job description may be obtained on the Village of Deerfield website at: http://www.deerfield.il.us/departments/village_managers_office/human_resources.aspx

Village of Gurnee, Fleet Administrator

Application Deadline: 3:00 p.m., Wednesday, March 11, 2015

Anticipated Salary Hiring Range: \$80-\$85,000 (+/-) annually, DOQ/E; full salary range, as of May 1, 2014 is \$66,263 to \$93,239 annually.

General Minimum Requirements: Possession of a valid Class B or higher Commercial driver's license with air brake endorsement is required. Tanker endorsement desirable; candidates without current tanker endorsement must have ability to obtain it within six (6) months of hire.

Completion of a high school program or equivalent; at least 5 years experience as a supervisor or manager in a municipal fleet or an equivalent position for a government / private fleet operations, automotive/truck/equipment dealership or large shop operation. At least 5 years experience preparing technical specifications for vehicles and equipment in a large public or private agency utilizing a wide variety of light and heavy vehicles and equipment. Proficient in utilizing computerized fleet analysis (CFA)

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system and Microsoft Office programs. Demonstrated proficiency in the production and utilization of fleet data to analyze and manage operations.

Associate's degree from an accredited college or university in Fleet Management, Business Administration, or closely related field or equivalent training / education. A combination of education and experience that would provide the necessary knowledge, skills, and abilities as expected for this position is acceptable.

Responsible for fleet operations of one service facility and maintenance of over 250 pieces of equipment including automobiles, light/heavy duty trucks, small engines, and various construction equipment commonly used in municipal government. \$500,000 budget, 3 employees. To download an Application Packet, go to www.gurnee.il.us. Candidates with questions should contact the Director of Human Resources at (847) 599-7500, extension 7515.

Village of Schiller Park, Village Manager

Schiller Park, IL (11,793) Exciting professional opportunity to serve as Schiller Park's next Village Manager. Schiller Park is a progressive, full service community located adjacent to the City of Chicago and O'Hare International Airport. The Mayor is seeking skilled candidates excited about keeping the Village's recent progress in economic development moving forward. Schiller Park has roughly 100 full-time employees / 150 part-time employees and an annual total budget of \$25 million. The Village has Administration, Police, Fire, Community Development, Public Works (Streets & Water), and Recreation Departments. The Village Manager is appointed by the Mayor with the approval of a six-member Board of Trustees, who are elected to 4-year overlapping terms. The current Village Manager has moved on to a new opportunity after serving the Village for nearly 15 years.

The Mayor is seeking candidates who are energetic and engaged in their community with a strong background in financial and budget administration, economic development and redevelopment, and personnel and labor relations in a unionized environment. Candidates must possess strong leadership skills, a participative and team-building communication style, and strong interpersonal skills. Candidate must be comfortable working collaboratively in a diverse community with the ability to form partnerships with residents, community organizations, other units of government, and the business community to participate in community wide discussions that address issues of important community

concern such as airport noise, flooding, and other quality of life issues. The selected candidate will also be expected to participate in community activities and be visible at community events.

Bachelor's degree in public policy, public administration, planning or related field required; master's degree is highly desirable; minimum of 7-10 years leadership/management experience in a similarly complex community important. Starting salary negotiable depending on experience and qualifications: \$130,000 to \$140,000 +/- DOQ. Excellent fringe benefit package. Send cover letter and résumé with contact information for five professional references by March 4, 2015 to Village Attorney John Sullivan at john@jpsullivanlaw.com or via mail 120 N. LaSalle Street, Suite 1000, Chicago, IL 60602. Email Strongly Preferred. Phone Number for questions is (312) 368-0400. Schiller Park is an Equal Opportunity Employer.

NORCOMM Public Safety Communications, Inc., the Village of Oak Lawn Emergency Communication Center, Executive Director

NORCOMM Public Safety Communications INC., seeks a highly qualified and motivated individual to fill the position of Executive Director of the Oak Lawn Emergency 911 Dispatch Center. Located 16 miles from downtown Chicago, Illinois, the Center is the Public Safety Answering Point (PSAP) providing Police, Fire and EMS dispatching for the communities of Oak Lawn, Bridgeview, Burbank and Evergreen Park. It also dispatches for the Bedford Park Fire Department and the Central Stickney Fire Protection District. The Center is also the dispatch point for MABAS Division 21, a Fire Department mutual aid system. The service population is approximately 126,000 residents. In 2014 the Center processed over 180,000 Police/Fire/EMS incidents and answered approximately 109,000 administrative calls. NORCOMM provides 23 FTE operations staff for the Center, which also includes 3 Team Leaders, and an IT Administrator who are Village of Oak Lawn employees.

The Executive Director is responsible for the overall management of all communications center functions. As an employee of NORCOMM, which currently manages four 911 communications centers in the Chicago Metropolitan Area, this position offers a career opportunity with an

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established and highly regarded private sector public safety communications business. Successful candidates must have excellent leadership, management and interpersonal communications skills, including the demonstrated ability to interact positively with a wide variety of officials and staff in emergency service situations. Knowledge of police and fire operations and experience with quality management techniques is desirable. A Bachelor's degree along with certification as a public safety communications professional is also desirable. Successful candidates must have a minimum of five (5) to seven (7) years experience, at least three (3) of which are in a management capacity in public safety communications or a related field. The annual salary range for this position is \$100,000+/- DOQ and experience. NORCOMM offers a competitive private sector benefits' package. Submit resume, cover letter and five professional references to our on-line application system by March 04, 2015 to the consultants:

Lee McCann and Paul Harlow

Vice Presidents

GovHRUSA

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AT: www.govhrusa.com/current-positions/recruitment



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A publication of: Illinois City/County Management Association, Illinois Association of Municipal Management Assistants, Metropolitan Managers Association, Downstate City/County Management Association, Southwest Illinois City Management Association, The Legacy Project

This newsletter is published ten times a year by the Secretariat. The deadline for ads or article submission in the newsletter is the 10th of the month prior to each month's issue.

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The Communication Tool for ILCMA & IAMMA



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- Ability to respond to a posted question as well as an emailed question

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