



City/County Management *in* ILLINOIS

Strengthening the quality of local governance through professional management

May 2011

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Calendar of Events

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

May 5, 2011
ILCMA/Alliance/WCMMA Webinar

May 11, 2011
IAMMA Awards Luncheon
Lombard, IL

May 11, 2011
ILCMA Professional Development
Lombard, IL

May 18, 2011
Metro Manager Golf Outing
Bloomington, IL

June 15 – 17, 2011
ILCMA Summer Conference
O'Fallon, IL

July 21, 2011
Topic: Wellness in the Workplace
Lombard, IL

September 15 – 18, 2011
IML Conference
Chicago, IL

September 18-21, 2011
ICMA Conference
Milwaukee City/County, WI



President's Column

ILCMA Ethics Article

We all know that ILCMA Committees work hard conducting the business of the Association. However, there is one committee that has been inactive during the past year and is very pleased to report it. The Committee on Professional Conduct has not had the need to investigate any allegations of violations of the ILCMA Code of Ethics during the past year.

Though there have been no reported violations, it would not be prudent to conclude that all ILCMA members know all the provisions of the Code of Ethics and the details of all the guidelines that support it. Ongoing refresher training on ethics is the best course of action for all members of the association for several reasons:

1. Decisions of an ethical nature are often complex and require careful thought and analysis in order to make the right decision. "Thinking" about ethics is the most critical first step. Training helps to stimulate thinking about the ethical dilemmas that can arise.
2. Ethics training in organizations helps to define and reinforce the ethical standards, values and expectations.
3. Ethics training helps distinguish the special nature of professional local government management, which is supported by ICMA and ILCMA. It is this higher standard of conduct that distinguishes this approach to local government management from other less professional approaches to the practice of local governance.

The ILCMA Board continues to offer many opportunities for ethics training at conferences and training sessions. In fact, the upcoming Summer Conference in O'Fallon features a session by Martha Perego of ICMA called "Ethical Survivor Illinois Edition: Extreme Politics, Extreme Skill, Extreme Ethics!" All members are encouraged to participate. ICMA, ILCMA and ILCMA Range Riders are also important resources to help members deal with ethical questions that arise in the course of daily business.

Please take advantage of these opportunities. Let's keep the Committee of Professional Conduct the least active ILCMA committee for many years.

*John C. Phillips
City Manager
City of Rock Island*

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Who's Who Directory Update

Rich Keehner, Jr. is the new Village Manager in Villa Park.

His contact information is as follows:

Rich Keehner, Jr.

Village Manager

Village of Villa Park

20 S. Ardmore Avenue

Villa Park, IL 60181

Phone: 630-592-6051

Email: rkeehnerjr@vppd.org



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Welcome New Members!

Allison Alonzo, Village of Downers Grove, Management Analyst

Michael G. Bartholomew, City of Des Plaines, Director of Community & Economic Development

Andrew Bernard, Student

Amanda Butler, Student

Joe Carey, Elk Grove Village, Assistant to the Village Manager

William Catalano, City of Le Roy, City Administrator

Timothy Hammond, Hammond Investment Management, LLC

Erin Inman, Primera Engineers

Brian McFadden, Sangamon County, County Administrator

Brian Mitchell, Village of Matteson, Village Administrator

Phillip Rodriguez, DuPage County Office of Homeland Security & Emergency Management, Emergency Manager & Planning Strategist

Ashley Stambaugh, Village of Oak Brook, Administrative Intern

Samantha M. Timko, City of Beloit, Intern

Jonathan Whiting, Student



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Membership Dues Notices

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

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

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.

Key Results and the Power to Improve

By Megan Pierce and Larry Maholland, Sikich LLP

By chance, or with guidance from a strategic plan, your organization may well be traveling in the right direction. Better yet, there is a vision of what the organization aspires to and a set of performance measures that show results—amount of snow plowed, number of invoices paid, and satisfaction ratings from customers. As a manager, such measures tell you about what has been done; the emphasis, however, is on the past. The most common types of performance measures assist you in decision-making for today. A third type of measures, though rarely tapped for their potential, can be game-changers. These measures go beyond program results (what was done and whether or not it should continue to be done) to tell you how to improve your results.

In his book, *Key Performance Indicators: Developing, Implementing, and Using Winning KPIs*, David Parmenter takes a varied approach to most performance measure classifications:

- "Key results indicators (KRIs)- tell you how you have done in perspective.
- Performance indicators (PIs)- tell you what to do.
- Key performance indicators (KPIs)- tell you what to do to increase performance dramatically."

While an unfathomable number of resources need to fall in the right place at the right time to deliver quality services, focusing on the minutia will not optimize performance. Management must separate the wheat from the chaff and put laser-like attention on the areas of service that truly differentiate their organization. One can start by asking, "What aspects of our performance determine the current and future success of this government?"

Embracing KPIs as part of a performance measurement program does not require reinventing the wheel. Rather, for those already employing measures, Parmenter's framework is more an adjustment of emphasis—from past to current and future. And for those just beginning to work with indicators, he offers the guidance of the "10/80/10" rule: "There are about 10 KRIs, up to 80 PIs, and 10 KPIs in an organization. Very seldom are more measures needed, and in many cases even fewer."

Resources available to government professionals on this topic are often created with the private sector in mind. But Parmenter has worked with private, public, and non-profit organizations—resulting in a definition of seven KPI characteristics (summarized below) that are more than befitting for a local government:

1. Nonfinancial measures - though they affect the bottom line, not all measures are dollars
2. Measured frequently - monitored daily or weekly
3. Acted on by CEO or senior management - top executives are constantly reacting to this information
4. Understood by and impacting all staff - something known through the organization and requiring adjustment in all or most functions
5. Responsibility vested in an individual or team - accountability must be specific
6. Has a significant impact - a measure relates to many organizational goals

7. Will make a positive impact - a good result in one measure will positively affect many other measures (happy employees will help make happy customers)

Imagine if you, as a manager or administrator, were notified every time an initial plan review took longer than 10 working days. How do you think that would change behavior? What would the impact be on results?

First, such a KPI is a nonfinancial measure—yes, it is focused on the timeliness of the function, not the cost. It would potentially be measured every day, because there would need to be a notification generated every time a plan review did not meet the standard. The manager would receive this information, and the action can be tied back to a person or single work group. The late review is something all of your staff can grasp. While the reviewer might appear to be the obvious bottleneck, it could signal a deeper problem within the organization and undesirable perceptions about competence.

It seems small, but the impact may be noteworthy, depending on the organization's goals. The practice of telling a developer plans will be reviewed within a 10-day timeframe will likely require optimizing internal workflows and making processes more efficient. More importantly, this will increase customer satisfaction, improve the government's reputation in the business community, and truly, in the long run, employees may be happier too. They will not need to deal with frustrated developers, because, as one developer stated, "Time is actually money." Positive results are likely to flow from one area to the next.

The game-changers come when you design and start the initiatives that will target the problem areas: What caused the late review? Do people have the appropriate technologies? Are there duplicate process steps? Where are the bottlenecks?

You will have results and the power to improve them.

Time and time again, performance measurement gets a bad rap, probably because people think it is number crunching that adds no value to their day. In reality, KPIs are just as much art as science and success ultimately depends not merely on the accuracy of your measures, but the investment leadership makes in the cycles of change. Change does not just occur: strategy must consider introduction, implementation, and finally, institutionalization. Resources will be required to develop key indicators, but also to build an organizational foundation that is empowered to use the performance information.

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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.

Modifying Utility Franchise Agreements Can Help Municipalities Make Infrastructure, Energy Efficiency Improvements

By Becky Werra, LEED-AP, and John Marley, Siemens Industry, Inc.

Utility franchise agreements have been in place to provide access to municipally-owned right-of-ways in order to distribute power throughout communities. In turn, the utility assesses community residents a monthly franchise fee or tax on their utility bill to cover the cost of providing utility service to the municipality.

Most franchise agreements have two options to cover the costs of utilities delivered to municipalities. The first option, almost always used, is where municipalities essentially see utility costs of zero (free utilities) for facilities that generate no revenue, which seems like a win-win situation for both the municipality and for the utility provider. Because the municipality's usage varies from year to year, the utility franchise tax collected may vary each year.

The second option, which is rarely used, is where municipalities themselves may elect to receive a cash payment, based on its previous energy allotment, but is now responsible for paying for its own utility usage. Rather than relying on the franchise agreement to cover that expense, a municipality becomes more engaged to determine and control its consumption patterns. The state of Illinois' largest municipality using this option is the City of Chicago. Municipalities that have elected to receive the cash payment option may not be able to revert back to original franchise agreement. Most other provisions of the franchise agreement should not be affected by choosing the cash payment.

Why should municipalities consider the "Cash Payment" franchise agreement? Budget-strapped cities could be missing out on revenue opportunities that could help improve cash flow. For example, let's assume an electrical utility estimates that one city uses \$1 million worth of electricity annually, or \$83,333 each month. The electrical utility assesses city ratepayers a fee to cover 100% capacity each month. However, if the city operates at 85% capacity, or uses \$70,833 of electricity each month, the city loses out on \$12,500 of monthly potential revenue that could be invested in other areas of the community. By taking the cash payment option of the franchise agreement, the city would be free to fully capture all of currently-collected franchise fees—a potential bonus to communities that are struggling with finances.

When there's no utility cost involved, there's no incentive to reduce energy consumption or to upgrade electrical systems that may be inefficient or have fallen into disrepair. But once the municipality is responsible for its own utility expenses, it can purchase utilities through the open market, often at reduced rates—another potential bonus to communities. Also, the municipalities are free to work with an Energy Services Company (ESCO) to invest in energy-saving infrastructure improvement projects: to replace or upgrade

aging, inefficient equipment; reduce energy consumption and greenhouse gas emissions; and improve building comfort. Under this alternative arrangement, citizens take notice that the city is proactively reducing its energy usage, thereby maintaining its operations at peak efficiency. Additionally, municipalities could receive DCEO (Illinois Department of Commerce and Economic Opportunity) grants for energy improvements.

The impact of climate protection pacts

Many of today's communities have signed climate protection pacts—commitments to "green" the community, reduce greenhouse gases, and make energy efficient upgrades. These improvements, while important, have a fiscal benefit primarily to the utility under a franchise agreement. The benefit to the community and its citizens can lag by years. With the help of an ESCO and an energy services performance contract, energy efficiency and renewable energy ventures make good financial sense for the city, helping offset utility usage and emphasizing the city's climate-impact reducing strategies. When projects are guided by an energy services performance contract, the energy reduction and cost savings are guaranteed, helping the municipality reduce its energy spending and meet its climate protection pact commitments.

At the end of the day, a close examination of franchise agreement alternatives may reveal opportunities to improve cash flow, make infrastructure improvements, and reduce energy consumption.

Becky Werra is a Sales Executive for Siemens Industry, Inc., Building Technologies Division, Energy and Environmental Solutions. She helps local governments in Illinois and Wisconsin address issues and concerns with sustainable solutions.

John Marley is a Senior Account Executive for Siemens Industry, Inc., Building Technologies Division, Energy and Environmental Solutions. He is responsible for the business development of Energy Performance Contracting projects in Illinois.

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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.

The Power of Using GIS in Emergency Management Planning

By Amy Roust, GIS Specialist, MGP, Inc.

GIS map by Erik Voight, GIS Specialist, MGP, Inc.

Based on a presentation by John Pluta, Deputy Executive Coordinator of Emergency Management for the City of Des Plaines, IL

"Are you prepared?"

The Federal Emergency Management Association (FEMA) poses this simple question to every municipality, but the response is far more complex. To confidently answer this question, local officials need to identify all of their potential risks, assess ways to mitigate the impacts, prepare action plans for responding to an actual event, and then plan for long-term recovery. This is an onerous responsibility, but one well suited for management in a Geographic Information System (GIS).

What is GIS?

More than just a mapping tool, a Geographic Information System (GIS) is a comprehensive database that links information to location. It provides a way to quickly visualize, compare, analyze and manage data from a variety of sources. Communities that use GIS are able to ask and answer questions about their resources in a visual manner, which supports efficient and cost-effective decision making and planning.

GIS in Action: Tracking Mitigation and Planning Efforts

GIS has applications in all four phases of emergency management, which are broadly defined as mitigation, preparedness, response and recovery. In the mitigation phase, for example, the Village of Skokie used GIS to map out evacuation routes and safe destinations from 26 local schools. Some schools also identified alternate routes in anticipation of bad weather or other unsafe conditions on the primary route. Mitigation efforts like this attempt to prevent hazards from developing into disasters. The unfortunate reality in emergency management, however, is that not all risks to life and property can be prevented. This highlights the importance of the second phase of emergency management, which is preparedness. Communities get a sense of security and confidence when an emergency operations plan is in place. GIS can track and analyze disparate data to give officials a rich picture of the places they serve. This can be used to create "what if" scenarios for training drills, allowing both first-responders and volunteers to rehearse their roles in a stable environment.

As an example, Figure 1 is a sample "what if" plan that the City of Des Plaines, Illinois, used to stage a drill for responding to a tornado event. GIS was used to create a mock disaster zone map for emergency responders to reference. In this scenario, red represented destroyed properties, and yellow represented damaged properties. Drill participants used this map in the field to discuss such issues as locations for triage centers and command posts for search and rescue parties. This particular site includes a public school and several private residences, which gave the trainees an opportunity to brainstorm possible implications from different types of buildings.

Figure 1: Mass Care Drill Map



Beyond Mitigation and Preparedness: Responding to and Recovering from Disaster

The utility of GIS is not limited to these first two phases. GIS can also be an essential tool for keeping track of both the initial and long-term responses to an emergency. In 2008, for example, portions of the Village of Glenview were declared federal disaster areas when a severe storm caused major flooding. As a part of their initial response efforts, the Permit and Planning department used GIS to track resident reports of property damage. These records were updated as each problem was addressed, giving staff a visual representation of the situation as it evolved. The utility of this database went beyond the response phase, however. Glenview employees also used it in the recovery phase to effectively manage the use of federal disaster funding. Residents who bore the initial expense of repairing or replacing damaged property were reimbursed in a timely manner because the Village had a comprehensive list in GIS.

As discussed, GIS technology can improve the workflow in every phase of emergency management planning. The software provides a way to store and analyze the myriad of variables involved in anticipating and managing an emergency situation. By having a comprehensive plan in place, local governments can instill a sense of confidence in their citizens that when disaster strikes, they'll be prepared.



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Cities and Counties Must Mobilize to Prevent Cuts to Local Revenues

By: Joe McCoy, Senior Legislative Advocate, Illinois Municipal League

The fight to protect and preserve state-collected local government revenue is just beginning. Every municipal and county official must explain to their state legislators what the consequences would be if the General Assembly voted to take away ANY amount of state-collected local government revenue – particularly from the Local Government Distributive Fund (LGDF). These contacts must begin **IMMEDIATELY!**

To help municipal governments fully engage in this fight, the Illinois Municipal League has developed a “Local Revenue Preservation Packet.” This packet includes an LGDF calculator to help each community determine what they would lose if the General Assembly took away \$300 million from cities and counties on a statewide basis. The packet also includes information and trends about income tax collections to support arguments against any proposed local government revenue reductions. Several model documents that can be used or modified are also available. These documents include a model resolution, press release, and letters that can be sent to legislators and area newspapers.

The “Local Revenue Preservation Packet” is available at www.Impl.org. The packet can be used as part of a broader effort to obtain firm commitments from state legislators that they will not reduce critical revenues depended upon by local governments.

The mobilization against any reductions to state-collected local government revenues began during IML Legislative Day events. Attendees at the IML Legislative Briefing on April 13 heard a presentation by Deputy Executive Director/General Counsel Roger Huebner about the **severe and unimaginable impact** that further revenue losses would inflict on cities and counties. The following major points concerning state-collected local government income tax revenue (LGDF) were explained to those in attendance:

- Cities and counties are being asked to “sacrifice” to help the state close a substantial budget deficit. Cities and counties have already sacrificed because of natural revenue declines and the actions of the General Assembly and Governor to reduce the local percentage of overall income tax collections from 10% to 6%.
- Prior to the Great Recession of 2008, cities and counties were receiving \$92.02 per resident in income tax distributions. In FY2012, this amount is estimated to drop to \$73 per resident. This is a difference of \$19.02 per resident.



Educate. Advocate. Empower.

- If the General Assembly and Governor decided to reduce our state-collected income tax revenue by \$300 million, municipalities would immediately lose an additional \$23.40 per resident on top of the \$19.02 that has already been lost during the recession. This totals an estimated \$42.42 in lost revenue per resident in FY2012.
- As part of the income tax increase enacted into law in January, cities and counties saw their percentage of total income tax collections reduced from 10% of the old rate to 6% of the new rate.
- The “opportunity lost” created when the General Assembly and the Governor reduced our income tax distribution to 6% of income tax collections is a staggering \$2.7 billion from FY2011 through FY2015. This is \$2.7 billion that will not be returned to local communities over the next four years.

Cities and counties must join together to convince legislators how harmful any reductions to state-collected local government revenues would be. Please use the IML “Local Revenue Preservation Packet” as part of this campaign.

ILLINOIS MUNICIPAL LEAGUE
98th ANNUAL CONFERENCE
September 15-17, 2011 at the Hilton Chicago Hotel

Call for ILCMA Committee Volunteers

Have you wanted to get more involved with ILCMA, but just haven't gotten around to it? Well, now's your chance as the following 2011-2012 Committees need members:

ILCMA Conference Committee

Chair – Pres Elect - David Nord, Cherry Valley
Co-Chair – Vice President – Sue McLaughlin, Mattoon
The Conference Committee shall plan and organize the summer and winter conferences. The Conference Committee shall be divided into two sub-committees in order to divide the labor of planning the conferences. The Committee make-up shall be as follows: two representatives from each affiliate (one to serve on the Summer Conference Sub-committee and one to serve on the Winter Conference Sub-committee) and a representative from the host cities for the summer and winter conference when appropriate. There should also be geographic representation on each of the Sub-committees.

Summer Conference Committee – Eagle Ridge Inn & Resort June 27 – 29, 2012

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

Winter Conference Committee – Hilton Garden Inn, Champaign, IL from February 22 – 24, 2012

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

Professional Development Committee

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

Membership Services Committee

Chair – David Niemeyer, Oak Brook
The Membership Services Committee shall evaluate current services and provide recommendations on additional member services. The committee shall be responsible for facilitating a survey of the membership every two years. Over the past few years the committee has also focused on Diversity initiatives and membership development and recruitment.

Promote the Profession Committee

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

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

Chair – Katy Rush, Woodridge

The Committee on Professional Conduct is responsible for:

- Serving as a fact-finding committee to review ICMA ethics complaints or questions involving Illinois members
- Developing and carrying out education and training activities to promote the highest ethical standards of conduct
- Serving as the primary liaison with the ICMA Committee on Professional Conduct

The Scholarship and Awards Committee

The committee shall annually recommend to the ILCMA Executive Board individuals for the following award categories: recognition of ICMA service awards and ICMA Annual awards, Outgoing President's Award, Lifetime Membership Awards and Special Awards for significant professional and personal achievements of members as determined by the Committee and any other awards, scholarships, and grant programs as approved by the Board of Directors. The Committee shall also be charged with the selection of winners of the International Scholarship, Banovetz Scholarship, and conference scholarships. The committee shall follow the various standard operating procedures for the respective awards, as approved by the Board of Directors. Both the President and Past President shall serve on the committee. The President shall chair the committee. There shall be four other members of the committee. Members must be corporate members of the association in good standing. At least one member of the committee shall be an assistant.

If you are interested in serving on any of the above committees please contact Dawn S. Peters by June 15, 2011 at dpeters@niu.edu or call her at 815-753-0923.

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Mentor the Future through
Speed Coaching:
A Professional Development
Session for Aspiring
Local Government Leaders
Honor the Future
at the
IAMMA Awards Luncheon



Brought to you by:
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Development Committee

BRING YOUR ASPIRING LEADERS

Registration 10:15 am

Speed Coaching 10:30 to 11:30 am
Participants will have the opportunity to network with City/County Managers and Administrators in a fun yet time-sensitive format!

Bring Business cards!

IAMMA Awards Luncheon 11:30 am

Attendance for both the Speed Coaching and Luncheon will be \$30!

Who: Municipal and County Managers/Administrators, Department Heads, Senior Staff, Division Managers and Aspiring Local Government Leaders

What: A chance for aspiring leaders to connect one-on-one with Municipal and County Managers/Administrators and Department Directors

When: Wednesday, May 11, 2011
10:30 am to 11:30 am

Immediately before the IAMMA Awards Luncheon

Where: Harry Caray's in Lombard
70 Yorktown Shopping Center,
Lombard, IL

Why: In the spirit of building the leadership bench, we know that networking opportunities provide new ideas and excitement to advance the careers of emerging leaders.

Cost: \$30 per person for the Speed Coaching and Awards Luncheon
Payment must be made at the door. Checks should be made payable to "IAMMA"

RSVP: By Friday, May 6th, 2011 to Alex Galindo with ILCMA at:
agalindo@niu.edu or 815-753-5424



The "TLG Experience"

At the 2011 Transforming Local Government/FCCMA Conference attendees will hear and speak directly with staff members of local jurisdictions of all sizes from across the country that are developing new policies, administrative practices, and management techniques to solve tough problems, rethink traditional processes, or outperform established approaches.

This year's conference theme, "Making Magic: How Bold Can Government Be?," will provide thought-provoking presentations.

Alliance for Innovation Board member Randall Reid of Alachua County, Florida, has regularly attended the annual Transforming Local Government Conference for many years. But Reid has never traveled to the TLG Conference alone and will not be alone in Clearwater this year. In the past decade over 10% of the County's 900 plus workforce has attended the conference with the County Manager as a part of an employee team.

Reid believes in strategically using the TLG Conference experience as an opportunity for organizational team building and creating an environment of innovation and continuous improvement. "I would suggest to managers that organizational change can best be done when a diverse group of employees actually experience being a part of a team, have a shared learning experience and bond together in an effort with a common mission and personal commitment to improving our organization." He credits the exposure of his employees to the very high quality, thought-provoking speakers and case study session formats for "enhancing the motivation and success of my efforts to positively transform the organization."

The TLG Conference involves all County employees in two ways. The County first undertakes to submit programs from Departments to be considered as case studies at the TLG Conference. This internal competitive process among divisions to present their best projects has produced frequent winners but also an annual focus on innovation. If a project is selected for the conference the winning department employees gain bragging rights and get to form a "show team" to attend the TLG conference with the County Manager. "Seeing my vehicle maintenance crews put on a creative theatrical play about their process improvement achievements was one of the highlights of my career and still leaves me laughing," Reid confided.



Annually in January, Reid also selects from departmental nominations a team of employees representing a cross section of the county's 900 employees to form a TLG "travel team" to attend the conference. After selecting a team leader, the group organizes the trip, meets with former TLG alumni and selects sessions to attend at the conference. The employees work as a team to travel to the conference, create symbols of team identity, and meet daily to debrief, debate and share ideas encountered at the sessions and attend the social functions.

Alachua County expects leadership at every level of its workforce. The county has used the TLG Conference to develop a culture of leadership within their organization based in part around the process of attending the annual TLG conference with a diverse, cross-departmental team. Reid hopes to see new faces at the Clearwater conference and suggests, "In the current fiscal environment the annual TLG Conference is a great opportunity to bring along some employees who need the motivation and sense of empowerment a TLG conference can inspire."

TLG/FCCMA highlights the leaders of innovation in the public sector and attracts participation from local governments that are deliberately seeking new and innovative ways to connect people, information and ideas that support their efforts to be the best communities in which to live, grow, work, play and prosper.

Visit www.tlgconference.org to learn more about conference details and to register and book your room at the host hotel.

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2011 ICMA Annual Conference

will feature educational sessions in five major theme tracks (working titles):

- Defining Excellence in the New Normal
- Challenges of Citizen Engagement
- Employee Relations and Changing Demographics
- Lessons in Leadership
- Personal Challenges Facing Managers and Their Families.

The planning committee also developed a series of career track sessions focused on the professional development needs of small-community managers and ICMA Credentialed Managers.

Destination: Milwaukee

Just 15 minutes from General Mitchell International Airport, it is the 23rd most populous city in the United States and a major hub for commerce and manufacturing. A vibrant city, Milwaukee is home to diverse traditions, heritages, and cultures that have helped the city grow and prosper. Known as the "City of Festivals," Milwaukee hosts many ethnic festivals and religious celebrations throughout the year. Mansions, gardens, breweries, sporting events, world-renowned museums, picturesque ethnic neighborhoods, a thriving performing arts scene, and the popular Potawatomi Bingo Casino offer year-round excitement. And Milwaukee's dining choices are as diverse as its people.

And, of course, we cannot talk about Milwaukee without mentioning the brewpubs! As early as 1843, there were 138 taverns in Milwaukee—an average of one for every 40 residents. Beer halls and taverns are abundant in the city to this day, and the historic Milwaukee Brewery, located in "Miller Valley," is the oldest still-functioning major brewery in the United States.

Registration and Housing Open June 1.

At that time you'll be able to make a hotel reservation and register online, or download forms to fax or mail. The preliminary program materials also will be available in the June issue of PM magazine.

2011 Annual Conference Fees

In recognition of the current economic conditions, member registration fees are held at the same price as the last three conferences.

- ICMA member registration fee: \$625, includes a base registration of \$590 and the Sunday evening reception ticket of \$35.
- Members who register online will receive a \$25 discount and pay \$600.
- Partners registration fee: \$90 (also including the Sunday ticket).
- Nonmember registration fee: \$1,025.
- Student Members: complimentary.
- Affiliate members in local government who are in their first three years of ICMA membership: \$300 discount.
- First-time attendees in the conference region (Midwest): \$200 registration discount.
- Economic Crisis E-Debit Card extended: Eligible members have until August 31, 2011, to use their Economic Crisis E-Debit Card. It's easy and simple to use this credit, no plastic card is involved! Just use the code "DEBITCARD." This unique benefit is part of ICMA's ongoing efforts to support members through these challenging economic times. The E-Debit Card provides ICMA Full members in service to local government in the United States with a \$200 credit and Affiliate members in service to local government a \$100 credit to use toward their membership renewal, ICMA Annual Conference registration, or ICMA University events or programs. For full details, visit icma.org/debitcard.



Leaders at the Core of Better Communities

Scholarships Help First-Timers and MITs Attend Conference

As part of its ongoing commitment to attracting a wide and diverse group of people into the local government management profession, developing and mentoring early-to-mid-career professionals already in the field, helping MITs and members working in smaller communities, ICMA is accepting applications to its 2011 Conference Assistance and Stene Academic Scholarship Programs. The deadline for all applications is Monday, May 16, 2011. Full information on ICMA's conference scholarship program may be found on our website.

Conference Assistance Scholarships

ICMA's Conference Assistance Scholarships are divided into four categories:

- The Young Professional Scholarship
- The Workplace Diversity Scholarship
- The Member in Transition Scholarship
- The Small Community Employee Scholarship.

To be eligible for any of ICMA's Conference Assistance Scholarships, applicants must meet the following criteria:

- Be a first-time ICMA Annual Conference attendee (this requirement is not applicable to persons applying for the MIT scholarship nor those who attended a past conference as a student member)

- Be a full-time local government employee (no part-time interns; MITs excluded from this requirement)
- Submit a completed application form
- Demonstrate through an essay an avid interest in a career in local government management
- Submit two recommendation forms signed by local government managers or administrators who are familiar with your work.

Application materials are due May 16. Questions regarding ICMA's Annual Conference Scholarship Program should be directed to confscholarships@icma.org.

Stene Academic Scholarship Program

Each year, ICMA selects a graduate school student as the recipient of its \$1,000 Edwin O. Stene Academic Scholarship, named in memory of Kansas University Professor Edwin O. Stene. ICMA also will provide the Stene scholarship recipient with complimentary registration to its 2011 Annual Conference. Travel and housing expenses are not included in the Stene Scholarship stipend.

Stene Scholarship Eligibility

Students enrolled by September 2010 as full-time graduate students specializing in local government at a college or university recognized by the National Association of Schools of Public Affairs and Public Administration are eligible to apply for the Stene Scholarship. Applicants must have had little or no full-time experience in local government, internships excluded.

Application requirements are found on the ICMA website and application materials must be submitted by Monday, May 16, 2011. Address questions to confscholarships@icma.org.

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ILCMA Offers Scholarship to ICMA Conference

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

To qualify, applicants must be full members of ILCMA and ICMA and be attending their first ICMA conference. To apply send a brief letter explaining how you and your community would benefit from receiving this award. Along with the letter, please enclose an up to date resume. Applications are due in the Secretariat office no later than June 6. The ILCMA Awards and Scholarship Committee will make a final decision on award recipients around the first week of July. ILCMA will notify ICMA of the names of award recipients indicating that they are entitled to a waiver of the conference registration fee.

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

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

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

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

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

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

Managers in Transition who agreed to publicize their information:

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

Aimee Ingalls
ingalls345@comcast.net
815-592-6090

Deborah Nier
Tnier847@frontier.com
815-895-8042

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

Conrad Kiebles
c.kiebles@yahoo.com
708-557-0979

Wally Douthwaite
wdouthwaite@comcast.net
Home: 847-215-9791
Cell: 847-477-1344

Doug Maxeiner
dkmaxeiner@comcast.net
Home: 815-363-5902
Cell: 815-742-1690

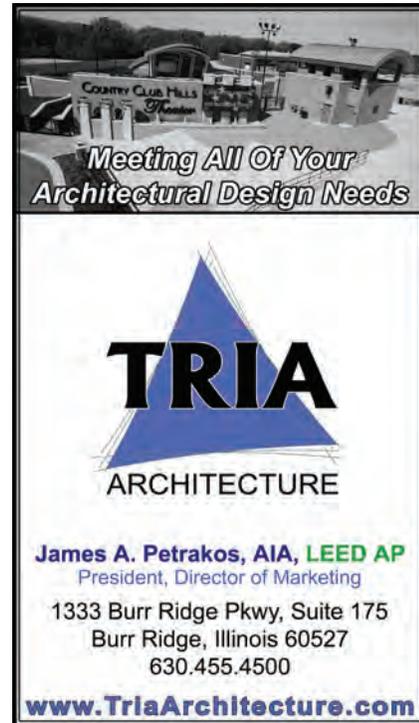
Bo Proczko
bproczko@gmail.com
630-897-7585

Scott Hartman
islandtime@hotmail.com
Cell: 224-678-4590

Sarah Phillips
gr8glfr@hotmail.com
847-749-3858
Cell: 847-867-5151

Steve Jones
sajones400@gmail.com
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Steve Gutierrez
sgutierrez246@sbcglobal.net
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Webinar by ILCMA, WCMA and the Alliance for Innovation**

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May 5
COST is \$29 for ILCMA and
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REGISTER NOW

From Diagnosing the Causes of Your Fiscal Distress, to Implementing Priority Based Budgeting



Communities across America are today struggling to develop meaningful and fiscally prudent budgets under financial pressures unknown in modern times. Communities in Illinois and Wisconsin have experienced the severe challenges wrought by flagging economic health, compounded by State government cutbacks on services and local government support, within an environment where citizens seek programs to be sustained and taxes to remain unchanged. As local government managers, where is our solution?

During this webinar, you'll see how other local governments have successfully used the Fiscal Health & Wellness model (culminating with the implementation of the Priority Based Budgeting process) during these tough economic times. The approach progresses from a diagnosis to a prescription that ultimately enables communities to link funding decisions to their avowed priorities.

Join us as Chris Fabian and Jon Johnson from the non-profit Center for Priority Based Budgeting (www.pbbcenter.org) demonstrate how this proven approach has helped 18 organizations just like yours deal with the fiscal realities they face and walk you through the step-by-step process that can help you achieve fiscal stability in the short-term, realize alignment of resources with the priorities of citizens in the near-term, and ultimately determine a responsible level of taxation.

Title: Achieving Fiscal Health and Wellness

Date: Thursday, May 5, 2011

Time: 1:30 PM - 2:30 PM CDT

After registering you will receive a confirmation email containing information about joining the Webinar.

System Requirements

PC-based attendees

Required: Windows® 7, Vista, XP or 2003 Server

Macintosh®-based attendees

Required: Mac OS® X 10.4.11 (Tiger®) or newer

Space is limited.

Reserve your Webinar seat now at:

<https://www2.gotomeeting.com/register/151887843>

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9:00AM Shotgun Start (Lunch on the course during play - Hot Dog or Brat, Chips and Drink)
3:00PM Golf contest winners, appetizers and 19th hole refreshments

Cost \$60.00 per person (make checks payable to Metro Managers)

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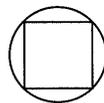
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*Metro
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SUMMER CONFERENCE 2011

JUNE 15-17 IN O'FALLON, IL



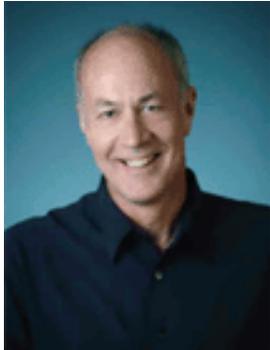
HOWARD FINEMAN THURSDAY KEYNOTE

Inside Washington: A Political Update

Political analyst Howard Fineman breaks down the latest developments from Washington and addresses their impact on your industry. With humor and insight, he leads audiences through an animated discussion of the most pressing issues affecting our nation today, answers questions about current political concerns, and offers predictions for what's next on Capitol Hill.

A senior Washington correspondent and columnist for *Newsweek*, Fineman has reported from the nation's capital since 1980. His "Living Politics" column also appears weekly on Newsweek.com and MSNBC.com. He also serves as a political analyst for NBC News and is a frequent contributor to *Hardball with Chris Matthews* and *Countdown with Keith Olbermann*. Fineman's latest book, *The Thirteen American Arguments*, a national best-seller published by Random House, was released in paperback in March 2009.

GLEN HIEMSTRA, FUTURIST FRIDAY MORNING CLOSING KEYNOTE



In this closing keynote, Glen Hiemstra, Founder of Futurist.com, will explore future trends as they impact the future of our communities and governance. The big trends – economy, population, energy, environment, technology, food security – influence the future of cities and communities in surprising ways, and offer both challenges and opportunities. What is the future of cities in a world where the biggest population trend continues to be movement toward cities? What is the future of governance in a world where the conflict between infrastructure needs and money seems unending? What options do we have to create the preferred future, rather than just waiting for the future to happen to us? Glen Hiemstra has worked with many municipalities, government agencies, and task forces on creating the long-term future including cities like Atlanta and Tulsa, and communities of a few thousand, like Pullman or Longview, Washington.

REGISTER TODAY FOR THE 2011 ILCMA SUMMER CONFERENCE TO BE HELD
JUNE 15 – 17 AT THE HILTON GARDEN INN AND REGENCY CONFERENCE CENTER IN
O'FALLON, IL BY VISITING THE ILCMA WEBSITE AT WWW.ILCMA.ORG

The ILCMA room block at Hilton Garden Inn will be released on May 13, 2011. To reserve a room please call 1-800-HILTONS or 618-624-4499 and be sure to say you are with ILCMA.

Alternatively, you can call Drury Inn at 800-436-1194 or 618-624-2211.

The Drury Inn room block will be released on May 25, 2011.

ILCMA's Professional Development Committee Presents an ICMA University Workshop Summer Pre-Conference Session Led by Craig Rapp

Topic: Authentic Leadership In The Public Sector: Leadership That Makes A Difference

When: Wednesday, June 15

Where: Regency Conference Center, O'Fallon, IL

Time: 1 – 4:30 p.m.

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

This workshop will present a program for leadership success and show you how to develop your best self and how authenticity and integrity shape leadership.

What distinguishes great leaders from the mediocre are the personal, inner qualities – that are hard to define but are essential for success. Authenticity is essential to the success of leaders. Over the previous five years, people have developed a deep distrust of leaders, with the advent of Enron, the global financial meltdown, corruption charges and misconduct; it is increasingly evident that we need a new kind of business leader in the 21st century; leaders that we are proud to follow and that deserve our respect and loyalty.

Bill George's book, *Authentic Leadership: Rediscovering the Secrets to Creating Lasting Value*, challenged a new generation to lead authentically. Authentic leaders demonstrate a passion for their purpose, practice their values consistently, and lead with their hearts as well as their heads. They establish long-term, meaningful relationships and have the self-discipline to get results. They know who they are.

ICMA University invites you to apply the lessons from Bill George's latest book *True North: Discover Your Authentic Leadership* to your role as public sector manager. This workshop is designed to benefit leaders at all levels within local government. The key facets of leadership vision and values, core to individual organizational leadership at all levels, are examined. This workshop will focus on strengthening your own leadership skills as well as on developing a culture of leadership throughout your organization.

You will discover

- The value and challenges of authentic leadership;
- Determine core values and principles;
- Design individual S.M.A.R.T plans;
- Designate a personal leadership team; and,
- Dream big to leave a legacy that makes a difference.

This workshop will present a program for leadership success and show you how to develop your best self and how authenticity and integrity shape leadership. You'll hone the personal characteristics and skills that can transform your leadership style and inspire you to become the authentic leader you were born to be!

Required reading prior to the workshop: PM magazine articles: Know Thyself: Judgment Capability Factors by David Limardi, Carol Morrison, and Daven Morrison. September 2008. Found online at icma.org/pm.

Ethical Leadership by Curtis Branscome. October 2008. Found online at icma.org/pm

Recommended Reading:

"Discovering Your Authentic Leadership," Harvard Business Review, Magazine Article, by William W. George, Peter Sims, Andrew N. McLean, David Mayer, and Diana Mayer. 10 pages. Publication date: February 01, 2007.

True North: Discover Your Authentic Leadership, by Bill George with Peter Sims.

(Practice Groups: 1 - Staff Effectiveness , 6 - Initiative, Risk Taking, Vision, Creativity, and Innovation; 13 - Strategic Planning and 18 - Personal Development

Scholarships Now Available to Attend the Summer Conference

The following scholarship opportunities are available for students to attend the ILCMA Summer Conference June 15 - 17, 2011 in O'Fallon, IL:

ILCMA Summer Conference Scholarship:

ILCMA is pleased to offer three (3) scholarships to its summer conference to MPA students. The scholarship provides for conference registration, which includes all meals, and room accommodations. Winners of the same gender may be asked to share a hotel room. You must be currently enrolled as a full-time student and be planning on a career in local government management (municipal or county). To apply, send a pdf file that includes a letter indicating why attending this conference would be beneficial to you and include a statement of career goals. Also include a letter of recommendation from either your intern supervisor or faculty advisor. The application should be sent by May 12, 2011 to

Dawn Peters at dpeters@niu.edu

The Sommer Foundation Scholarship:

The Sommer Foundation is offering a minimum of two (2) student scholarships to attend the summer conference. The Sommer Foundation scholarship is available to MPA students whose focus is municipal government. The scholarship provides for conference registration, which includes all meals and room accommodations. Housing expenses will be capped at the single occupancy hotel rate and awardees of the same gender may be asked to share a hotel room in order to provide an additional scholarship. The Foundation will be accepting applications until May 12, 2011. A letter of introduction along with academic and professional reference letters should be forwarded as follows:

Sommer Foundation Student Scholarship

C/O Bob Irvin

Village Manager

Village of Lincolnshire

One Olde Half Day Road

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If you have further questions please contact Bob at 847-913-2335 or rirvin@village.lincolnshire.il.us

For more information on both scholarships please visit the ILCMA website at www.ilcma.org.

10 TOP

Top Ten Reasons to Attend the ILCMA Summer Conference

- 1) Excellent professional development opportunities – HOWARD FINEMAN AND GLEN HIEMSTRA ARE FEATURED KEYNOTE SPEAKERS
- 2) Reasonable registration costs - REGISTRATION FEES HAVE BEEN LOWERED TO \$200 AND INCLUDE ALL MEALS FOR MEMBERS
- 3) Great give-away - ILCMA
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- 5) New speakers and hot topics – TIMELY INFORMATION TARGETED TO YOUR NEEDS AND ISSUES CONFRONTING YOUR ORGANIZATION
- 6) You can bring a friend - YOU CAN CUT COSTS BY SHARING A ROOM OR CARPOOLING WITH A COLLEAGUE OR TWO... OR THREE
- 7) Family fun – CITY MUSEUM, KIDS FUN FAIR, KIDS CAMP AND MORE...
- 8) Great conference activities - GOLF & NEW THIS YEAR - ASSISTANTS VS. MANAGERS BAG GAME
- 9) Location, location, location – CLOSE TO ST. LOUIS AND THE MISSISSIPPI RIVER
- 10) Networking with colleagues - WHERE ELSE CAN YOU BE SURROUNDED BY FRIENDS TO SHARE STORIES, GET SUPPORT AND HAVE FUN ALL WHILE LEARNING ABOUT THE LATEST TRENDS IN PROFESSIONAL LOCAL GOVERNMENT MANAGEMENT?

REGISTER TODAY FOR THE 2011 ILCMA SUMMER CONFERENCE TO BE HELD JUNE 15 – 17, 2011 AT HILTON GARDEN INN & REGENCY CONFERENCE CENTER IN O'FALLON, IL BY VISITING THE ILCMA WEBSITE AT WWW.ILCMA.ORG

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Village of Bensenville, Assistant Village Manager

The Village of Bensenville, population 19,300, is seeking a high-energy and innovative professional to support the Office of the Village Manager. The Assistant Village Manager will be part of a dynamic Executive Management Team and a vital partner for the achievement of the Village Manager's and Village Board's goals of transformation and rebranding the organization and community.

Under the direction of the Village Manager, the Assistant Village Manager will be responsible for a wide variety of special projects, studies, interdepartmental activities, and administrative support and is responsible for participating in and supervising the development of administrative and operational policies and methods.

The successful candidate will have operational knowledge of all areas of local governments with additional expertise in the areas of budgeting, technology, process improvement and quality customer service. The candidate will have exceptional interpersonal skills and ability to work within a team environment. The successful candidate will also be:

- A skilled leader/manager with a proven track record of motivating and developing staff
- Politically astute with the ability to communicate with staff, independent contractors, and elected officials
- Highly organized and an effective multi-tasker with the ability to analyze situations quickly and objectively in order to determine proper course of action or alternatives
- A results-oriented, analytical manager, possessing excellent project management, communication, and presentation skills, with the ability to establish and maintain effective working relationships with internal and external customer

A Bachelor's degree in public or business administration, public affairs, or a related field from an accredited four (4) year college or university and at least three (3) years of municipal or government experience performing complex and responsible professional administrative work with departmental or organization-wide impact. A Masters of Public Administration/Business Administration helpful.

The Village offers an excellent compensation package for team members. Salary range \$80,000 to \$115,000, with a starting salary commensurate with the experience and qualifications of the successful candidate. Residency is not required. Position open until filled however submittal of applications by May 12th is encouraged. Employment application found at www.bensenville.il.us. Submit completed application, resume, cover letter, salary history and 4 professional references to Gary Ferguson, Director of Human Resources, Village of Bensenville, 12 South Center, Bensenville, IL 60106. Fax: (630) 594-1105. Email: gferguson@bensenville.il.us. The Village is an equal opportunity employer.

Village of Westchester, Director of Finance

The Village of Westchester, Illinois (16,900 population) seeks a qualified candidate to execute the principles, practices and theories of governmental finance, budgeting, purchasing, collections, payroll administration, and accounting. Successful candidate will have demonstrated experience and ability to plan, organize, and administer a comprehensive program to provide leadership and

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gregg_aleman@ajg.com



direction to the Finance Department staff; interpret the goals and policies of the Village Board under the direction of the Village Manager.

The responsibilities of the Director of Finance include, but are not limited to:

- Overall financial operations of the Village including accounting, budgetary, audits, and other financial planning activities including investment and financing of projects.
- Providing financial leadership to directors, department managers/supervisors that will encourage active participation in decisions that impact the Village.
- Working with management to develop and implement policies and procedures, short and long-term goals, objectives and plans.
- Managing costs by continually seeking data that will identify opportunities and to take action to eliminate non-value costs in conjunction with the Village goals.
- Representing the Village at meetings including governmental agencies, banking institutions, Board of Trustees meetings, as well as relevant community meetings as needed.
- Responsible for budget preparation and developmental compliance.
- Establishment and monitoring of internal controls, conduction internal audits and assisting with preparation of the external audits.
- Oversees all accounts, ledgers and reporting systems, ensuring compliance with Generally Accepted Accounting Principles and regulatory requirements.
- Manage cash flows and forecasting. Develop a reliable cash flow projection process and reporting mechanism. Optimize the handling of banking relationships and include appropriate strategies to enhance cash positions.
- Assist in the procurement of all insurances - medical, life and package including liability, property, umbrella workers compensation, boiler, public officials, equipment breakdown, inland marine, employment practices liability, terrorism, employee benefit liability and flood policies.
- Responsible for all personal related issues serving as the Human Resource Manager - oversees the administration and assists with the development of any revisions to the Union Bargaining Agreement; and serves as a Village representative during negotiations, grievances and arbitrations.
- Responsible for developing policies and maintain the policy manual.

Strong interpersonal, written and oral communication skills required. Staff support to Village Board. Management and

Job Mart

supervisory experience very important. Bachelor's degree in Finance, Accounting, and Public Administration, supplemented by a Master's degree in Business Administration, or a related field highly desired. Starting salary depending on qualifications.

Send resume and background materials by May 15, 2011 to:
Stan Urban or surban@westchester-il.org
Village of Westchester
10300 W. Roosevelt Road
Westchester, Illinois 60153
EOE MFDV

City of Eureka, City Administrator

City of Eureka (5295) City Administrator - Salary \$45,000 to \$60,000 (negotiable) depending upon qualifications and experience. Excellent fringe benefit package. \$3.2M Total Budget. Appointed by Mayor with consent of 8 member City Council. Sixteen fulltime and nine part time employees. Full-service community providing police, streets, water, wastewater, volunteer fire service. Independent City (Woodford County seat) located 22 miles east of Peoria metropolitan area and 22 miles west of Bloomington/Normal Illinois. Bachelor's degree in public administration or related field desired. Three (3) years of municipal management experience as a City Manager/City Administrator or Assistant is desired, including experience in municipal administration, budgeting/financial management/strategic planning, personnel, and grants. Strong economic development experience, public relations skills and excellent written and verbal skills are important. Must be able to work with elected and appointed officials from all levels of government and community leaders. Seeking an effective communicator and good listener who is hands on. Apply by May 23, 2011 to Alderman Jim Meares, City of Eureka, IL, PO Box 95, Eureka, IL. 61530. Phone (309) 467-2113. Eureka is an equal opportunity employer.

Village of Western Springs, Municipal Services Coordinator

(pop. 12,975)
Progressive, service oriented municipal government is seeking applications for the position of Municipal Services Coordinator. This position coordinates and oversees annual construction projects, contract administration and a variety of administrative duties for the Municipal Services Department. Reports to and serves as administrative aide to the Director of Municipal Services and provides backup supervisory support. Also serves as the training officer for the Public Works and Water Departments. Represents the Village in various intergovernmental associations. Candidates must possess strong communication and customer service skills; demonstrate a high level of proficiency in personal computers including Microsoft Access, internet, and data base management applications. Exposure to AcrGIS and or AutoCad is a plus.

Bachelor's degree in public administration, business, engineering or information systems and 1-3 years of related experience required. Master's degree along with municipal experience is preferred. Ability to work on multiple projects at one time is a must.

Salary range begins at \$42,500. Interested candidates please forward a resume with cover letter, salary history and professional references to the attention of Ingrid S. Velkme, Director of

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Administrative Services, Village of Western Springs, 740 Hiligrove Avenue, Western Springs, IL 60558 by May 6, 2011.

Position will remain open until filled. For additional information, visit the Village's website at www.wsprings.com. Equal opportunity employer

Village of Lincolnwood, Community Development Intern

The Village of Lincolnwood (pop. 12,590), located in Chicago's North Shore immediately north of Chicago's city limits, is seeking a highly responsible and energetic individual to assist the Community Development Department with research, written memoranda and correspondence, site surveys, and attending meetings on behalf of the department. Ability to deal with the public tactfully and courteously, ability to troubleshoot, problem solve and use good judgment, and ability to use a variety of computer programs such as Microsoft Outlook, Word, Excel, E-Gov service request system, and Laserfiche document management program is required. Training will be provided on Village-specific software programs.

The candidate's education and experience shall include a Bachelor Degree and must be enrolled in a Master Degree program with an accredited University in Public Administration, Urban Planning, or a field related to the services provided by the Department of Community Development. Previous experience working in an office environment and the public sector is desirable.

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Candidates must be able to commit to two years of service as Intern. The Community Development Intern is paid \$12.00 per hour and is classified as a non-exempt, non-union, part-time position. All applicants must be able to work 21 hours per week depending on course schedules. Benefits include participation in the Illinois Municipal Retirement Fund Pension, 457 Deferred Compensation Retirement Plan, half-day paid holiday time, Worker's Compensation Insurance and more.

To apply, send cover letter and resume to Douglas Petroschius, Assistant Village Administrator, at 6900 North Lincoln Avenue Lincolnwood, IL 60712 or dpetroschius@lwd.org. Position is open until filled.

City of North Chicago, Director, Public Works

North Chicago, Illinois (32,574) The tip of the North Shore communities situated on Lake Michigan between Chicago and Milwaukee and to Naval Station Great Lakes; seeks an experienced, proven, progressive candidate to lead its Public Works Department comprised of 36 FTE's and responsible for a budget in excess of \$16.2 million which includes operating, capital and enterprise funds. North Chicago is an ethnic and racially diversified community that offers the highest employment opportunities in Lake County, yet retains its small town character with focus on education, religion, and family. This position is appointed by the Mayor of North Chicago. Qualified individuals will be expected to have a strong background in organizing and directing the administrative, management and operational functions of an urban public works department comprised of the following divisions: Water Plant Operations, Distribution Services, Street Maintenance, Fleet Services, and Facilities Management. Candidates must have five to ten years increasingly responsible experience in an upper management position in a community of comparable size and complexity. Requires a Bachelor's Degree in Engineering, Public Administration, or related field. Master's Degree or P.E. strongly desired. Candidates should possess strong skills and/or experience in effective service delivery, creative problem-solving, and public presentations in a team-management orientation. Excellent interpersonal and communication skills are essential. Additional information regarding this position can be found at www.northchicago.org <<http://www.northchicago.org/>>. Starting salary range: \$92,061.50 - 100,566.65 negotiable, depending on qualifications and experience. The City of North Chicago does have a broad residency requirement. This position will remain Open Until Filled. Inquire/apply in confidence, to the City of North Chicago, Chief of Staff - Angela D. McCray, 1850 Lewis Avenue, North Chicago, Illinois 60064. TEL: 847/596-8645; FAX: 847/596-8812; Email: humanresources@northchicago.org.

Peoria County, County Administrator

Compensation: Salary and Benefits are negotiable and are anticipated to be highly competitive.

Peoria County is located in central Illinois about 165 miles from either Chicago or St. Louis. From every important measure, Peoria County is an exceptional quality of life and very affordable community. The County government is politically, administratively and financially strong and stable.

The County Administrator reports to an 18-member County Board which meets monthly and is organized into eight standing committees. All Board members are elected, by district, to four-year staggered terms. The Chairperson is elected by the Board. The County Administrator has responsibility for the administration of the County's financial systems as well as for the preparation and administration of the Countywide budget. The Administrator has full management responsibility for the organization and operations of the following functions: Nursing Home, Finance, Information Technology, Engineering, Human Resources, Animal Control, Planning and Zoning, Assessments, Recycling and Resource Conservation, Emergency Management, Strategic Communications, Economic Development and Administration. The 2011 County budget is about \$139.6M and there are 917 County employees and nine employee bargaining units.

The position requires extensive administrative and management ability; thorough knowledge and expertise in the principles and practices of public administration and local government management, public financial management, planning, project management, financial management and budgeting, long range strategic planning, public personnel management and community and intergovernmental relations. Must be skilled in the coordination and leadership of diverse departments and functions, have extensive experience in service to elected and/or appointed boards of directors, and possess excellent written and oral communication skills and interpersonal skills.

This level of expertise and experience is typically demonstrated by a Master's degree in Public Administration from an accredited college or university and 8 years of experience in increasingly responsible positions requiring the planning and execution of administrative operations in complex public or private organizations similar in size and scope to Peoria County.

Please mail, fax or e-mail your cover letter and confidential resume by May 9, 2011 to:

Robert E. Slavin, President
SLAVIN MANAGEMENT CONSULTANTS
3040 Holcomb Bridge Road, Suite A-1
Norcross, Georgia 30071
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E-mail: slavin@bellsouth.net
www.slavinweb.com

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Village of Northbrook, Systems Coordinator

The Village of Northbrook seeks a qualified individual to assist in the day-to-day operation of the Village's computer and information systems. This is a new position that will be responsible for administering and maintaining the Village computer network including hardware, software and installation as well as user support. In addition to routine operation of Village systems, this individual will be tasked with researching and recommending innovative approaches for system administration and development and will maintain documentation regarding network configuration, operating procedures and service records related to software and hardware. This position reports to the IT Manager and will support that position in designing and implementing complex, integrated enterprise network architectures and systems. Applicants must possess an undergraduate degree in computer science or related field (masters preferred) and five years of related experience in the design, maintenance and operation of a computer network or an equivalent combination of education and experience. Local government experience is desired but not essential. Apply with resume and cover letter to: Village of Northbrook, Human Resources Manager, 1225 Cedar Lane, Northbrook, IL 60062 or e-mail at hr@northbrook.il.us with Systems Coordinator in the subject field. Position open until filled.

Village of Colfax, WI, Village Administrator/Clerk/Treasurer

DEADLINE EXTENDED The Village of Colfax (Pop 1200) is a progressive northwest Wisconsin community between Eau Claire and the Twin Cities. Seven board members elected on a non-partisan basis. \$2M total budget; 6 FT employees. Salary \$55K to \$65K plus benefits, DOQ. New position.

Bachelor's degree, prefer master's in public administration/related and three years municipal administration experience. Desire experience and/or knowledge of finance & budgeting, labor relations and personnel management, economic development, capital improvement planning and execution and grant writing; high level of integrity with dynamic leadership skills, a team builder in addressing community problems and a commitment to public service. Visit community web site at www.colfaxwihappenings.com/.

Send cover, 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 May 27, 2011. Confidentiality must be requested by applicant and cannot be guaranteed for finalists.

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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



City/County Management in ILLINOIS

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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- Ability to respond to a posted question as well as an e-mailed question



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