



City/County Management *in* ILLINOIS

Strengthening the quality of local governance through professional management



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CALENDAR OF EVENTS

For complete details on events please visit the ILCMA calendar at www.ilcma.org/currentevents.aspx

May 6, 2009

ILCMA/NFBPA Professional Development
Topic: Health Public Policy Forum
Location: Roosevelt University

May 7, 2009

IGFOA Government Finance Ethics Workshop
Location: NIU Naperville

May 8, 2009

SWICMA May Meeting
Location: Collinsville City Hall

May 13, 2009

IAMMA Annual Awards Luncheon
Location: Oak Brook Bath & Tennis Club

May 20, 2009

APWA/ILCMA Leadership Breakfast
Topic: The Urgency of Long-Range Planning
Location: Renaissance Center, Schaumburg

May 21, 2009

Metro Manager Golf Outing
Location: Bloomingdale Golf Club

June 10 - 12, 2009

ILCMA Summer Conference
Location: Eagle Ridge Inn & Resort
Galena, IL

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PRESIDENT'S COLUMN

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

By Jim Norris, Village Manager, Hoffman Estates and Summer Conference Committee Chair

Spring has sprung, taking us one step closer to the much anticipated warm summer days filled with fun outdoor activities and vacations. As you pull out your calendars or log-on to your favorite travel destination website, I would like to remind you that fun can be had for every member of your family at this year's ILCMA summer conference! The summer conference will be held on June 10th through the 12th in Galena, Illinois at the Eagle Ridge Resort & Spa. The summer conference committee has developed many fun activities including family fishing time and fun fair for the kids, golf and social hours for the adults, and educational seminars to inspire and foster leadership during these tumultuous times for those seeking professional development. Given the economy, Eagle Ridge Resort & Spa has reduced their room rates for ILCMA conference participants and ILCMA has frozen the cost of registration. Managing during turbulent times often can be stressful, exhausting and complex. The summer conference committee has coordinated a series of sessions and keynotes that will improve your leadership and management ability during societal, fiscal and political stress.

Wednesday, June 10 kicks off with family fishing. A nine-hole golf outing is available for those who want to play before the professional development session – "Cedar Rapids: One Year Later." Of course, we still have the 18-hole outings at either the South Course or Lacoma for you true golfers. The formal day concludes with a real western BBQ, however, networking will continue into the night.

Thursday, June 11, provides a full day of educational and professional events. The day will open with a message from keynote speaker N.I.U. Police Chief Donald Grady, Ph.D., titled "Leadership Lessons: The Difference that Preparing People Makes." Following our keynote will be a session on handling the media during times of crisis. Afternoon sessions include discussions pertaining to fiscal downsizing, the current municipal market place, and the use of technology during a crisis. Family time follows with a softball game and kids fun fair. The day concludes with a dinner and the annual ILCMA awards ceremony followed by an after hours reception and night light putting contest at Spikes Bar & Grill.

Friday, June 12, will conclude the conference, but not before seminars are held pertaining to reducing expenses on employee healthcare and how to manage downsizing. The final keynote address will be delivered by Sam Glenn, a motivational speaker who is a leading authority on attitude, whose session is aptly titled "A Kick in the Attitude."

Consider the ILCMA Summer Conference as a quick, fun, and easy family summer get-away. It offers something for everyone and is sure to be one of the most affordable professional development opportunities available this year. Please plan to attend!

I would like to thank the members of the ILCMA Summer Conference Committee:

Tom Mick, Village Manager, Park Forest

Leisa Niemotka, Assistant to the Village Manager, Buffalo Grove

Megan Pierce, Sikich

Charles Johnson, Clark Dietz

Carey Lewis, Leopardo

Katy Rush, Village Manager, Riverside

Phil Kiraly, Assistant Village Manager, Northbrook

Scott Niehaus, Village Manager, Tinley Park

Richard Downey, Village Administrator, Rock Falls

Julia Cedillo, Assistant Village Manager, LaGrange Park

Who's Who

The IAMMA Pool & Euchre Winners from the ILCMA Winter Conference were as follows:

Euchre: Team of Gary Holmes, Lemont, & Marty Bourke, Oakbrook Terrace with Julia Cedillo, LaGrange Park, filling in for Marty at the end

Pool: Billy Tyus and Greg Crowe from Decatur

Congratulations go out to David J. Kilbane, village administrator, Round Lake Beach, IL who was recently approved as an ICMA Credentialed Manager by the ICMA Board.

Congratulations to Lauri Schreiber, village administrator, village of Kildeer, who as of April 30th retired after completing 30 years of service! A \$100 contribution to the ICMA Fund for the Profession was made in Lauri's name.

Who's Who DIRECTORY UPDATE

M. Joseph Woith, retired, has a new e-mail address: jwoith@gmail.com

Maria Lasday, village manager, Bannockburn, has a new e-mail address: mlasday@villageofbannockburn.org

WELCOME NEW MEMBERS

Christopher Setti, Special Project Manager, city of Peoria

Willie Curry

MEMBERSHIP DUES NOTICES

In an effort to publish the Who's Who in Illinois City/County Management to more closely correspond with the fiscal year and newly-elected board, the membership dues notices will be arriving in your mailboxes in the near future. The Secretariat's office hopes to have the new directories out to members by early fall. Your timely response in returning your dues is much appreciated and will facilitate us in meeting this goal.

ILGNet ADDS CATEGORY FOR ECONOMIC STIMULUS DIALOGUE

The ILGNet has added a category for members who want to ask questions about the Federal Economic Stimulus Program. ILGNet is a web portal for knowledge and information sharing. If you are not yet a member of ILGNet, please visit the ILCMA website at www.ilcma.org and click on the ILGNet logo on the left side of the website to get signed up. This is a valuable resource for members and the more participation ILCMA has, the more useful this tool is for members.

City/County Management in ILLINOIS

CALL FOR ILCMA COMMITTEE VOLUNTEERS



Have you wanted to get more involved with ILCMA, but just haven't gotten around to it? Well, now's your chance as the following 2009-2010 Committees need members:

ILCMA Conference Committee

Chair – Pres Elect - Bob Irvin, Lincolnshire

Co-Chair – Vice President - Juliana Maller, Park Ridge

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

Chair – Bob Irvin

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

Chair – Juliana Maller

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

Professional Development Committee

Chair – Katy Rush, Riverside

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 – Bill Balling

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 also has focused on diversity initiatives and membership development and recruitment.

This year the Membership Services Committee is charged with the following:

1. Recruitment and Membership

This committee will continue with implementation of the structure & strategic plan established last year to reach out to existing and potential members by phone and mail.

2. Diversity

This committee will continue efforts working with the Chicago Chapter of the National Forum of Black Public Administrators to plan for future joint events and overall education about each organization.

3. Marketing

This committee will move forward with an idea established last year to write a new high-quality and comprehensive "brochure" describing all of ILCMA's services and providing information about all affiliates (i.e. IAMMA, Metro Managers, etc).

Promote the Profession Committee

Chair -to be announced

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

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

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

Top Ten Reasons to Attend the ILCMA Summer Conference

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

ILCMA SUMMER CONFERENCE

ILCMA's Professional Development Committee Presents Summer Pre-Conference Session

Topic: CEDAR RAPIDS: A FRAMEWORK FOR RECOVERY

When: Wednesday, June 10

Where: Eagle Ridge Inn & Resort

Time: 2 – 4 p.m.

Cost: \$25 (be sure to sign up on the conference registration form)



Jim Prosser, city manager, city of Cedar Rapids

On June 13, 2008 the City of Cedar Rapids, Iowa experienced a flood that devastated ten square miles of residential, industrial and the Central Business District. Over five thousand homes were flood impacted. The flood has been categorized as the fifth worst national disaster.

This session will review the foundation framework for recovery, preparing a recovery plan and key partnerships in recovery.

This session will be a panel discussion that will last from 2 - 4 p.m. Dr. Greg Kuhn will moderate the session. Mr. Prosser, elected officials and others involved in the Cedar Rapids floods will discuss their experiences, how they responded to the situation, and where they are as a City today.

REGISTER TODAY FOR THE 2009 ILCMA SUMMER CONFERENCE TO BE HELD JUNE 11 – 12, 2009 AT EAGLE RIDGE INN & RESORT BY VISITING THE ILCMA WEBSITE AT WWW.ILCMA.ORG

The ILCMA room block will be released on May 11, 2009. To reserve a room please call 1-800-892-2269 and be sure to say you are with ILCMA. Alternatively, you can visit www.galena.org for other housing options.

ILCMA Summer Conference Keynote Features

Win with the Media

Presented by Rick Rosenthal, President, RAR Communications

The Lane Bryant murders in Tinley Park. The Brown's Chicken mass murder case in Palatine. Two separate light plane crashes in Buffalo Grove. The Laurie Dann shooting at Hubbard Woods School in Winnetka. A major critical incident can happen anywhere, anytime, even in your community. How ready are you to manage the news media that will swarm? Their impact on your management of a critical incident will be significant: Will they work with you, or on you? Learn the essentials of managing the media in a crisis, from veteran newsman Rick Rosenthal. After 30 award-winning years in radio and television news (most of that time in Chicago) for the past 14 years Rick has been providing media relations training to municipal governments and agencies of public safety around the country. His presentations are practical, highly energetic and highly entertaining. Participants learn valuable strategies and tactics for successful media relations, and they have fun doing it. Attend this program and learn how you can "Win With The Media" in a crisis.



ILCMA & ICMA PROVIDE INPUT TO ILLINOIS REFORM

COMMISSION

The Illinois City/County Management Association (ILCMA) along with the International City/County Management Association (ICMA) recently provided reform initiative input to the Illinois Reform Commission. ILCMA & ICMA have requested that the Illinois Reform Commission consider creating a code of ethics and guidelines for all State of Illinois officials, especially employees of the state. For over 85 years members of both ILCMA & ICMA have adhered to the ICMA Code of Ethics, which serves as the foundation of the local government management profession. As a result, ILCMA & ICMA members are committed to the highest standards of honesty and integrity in local governance. According to David Limardi, ICMA President, city manager in Highland Park, IL, and former ILCMA President, "We are extremely pleased that we could assist the Commission with this vitally important work. We are hopeful that the legacy of ethical, transparent and efficient local government that has been and is practiced by ICMA and ILCMA members can be established as the benchmark in Illinois for all government employees".

The Illinois City / County Management Association (ILCMA) was founded in 1953 for the purpose of supporting and improving municipal and county management and strengthening local government in Illinois. The ILCMA's 650-plus members are professionals who share the common interest of promoting effective local government. Members include city, village, and county managers / administrators and their assistants, persons interested in local government management, students, consultants, and other management professionals. Most hold graduate degrees and are appointed to their positions by the elected governing body.

Founded in 1914, ICMA (International City/County Management Association) is the premier local government leadership and management organization. Its mission is to create excellence in local governance by advocating and developing the professional management of local government worldwide. In addition to supporting its nearly 9,000 members, ICMA provides publications, data, information, technical assistance, and training and professional development to thousands of city, town, and county experts and other individuals throughout the world.

ICMA Core Beliefs

- Serving as stewards of representative democracy
- Practicing the highest standards of honesty and integrity in local governance, as expressed through ICMA's Code of Ethics
- Advocating for professional management as an integral component of effective local governance and community building with council-manager government as the preferred local government structure
- Building sustainable communities as a core responsibility of local government
- Networking and exchanging knowledge and skills across international boundaries
- Ensuring that local governments and the association reflect the diversity of the communities we serve
- Committing to lifelong learning and professional development
- Building up the quality of the profession and the association through an engaged network of members personally committed to that end

ILCMA & ICMA commend the Commission members and staff for their efforts to analyze and put forth reform initiatives for the State of Illinois.

For additional information about the Code of Ethics please visit the ILCMA website at: <http://www.ilcma.org/DocumentView.aspx?DID=371&DL=1>

HAS YOUR STAFF BEEN CUT BACK, BUT YOUR WORKLOAD INCREASED OR STAYED THE SAME?

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

1. Manager in Transition Program (MIT) – ILCMA keeps a list of Illinois managers in transition. These managers are willing and able to fill positions, do special projects, and provide expert service to you and your community.
2. Profession Resource Program (PRS) – The PRS program consists of retired, semi-retired, and MITs who again are 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.

CORPORATE PARTNER SPOTLIGHT

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

Let's Drain the Health Cost Swamp

Barbara S. Blumenfield, Ph.D., CIGNA

The economy is down – way down – and many leading economists don't believe we've hit the bottom yet. In 2009, two million foreclosures are expected, and one-in-five homeowners have negative equity in their home.

Unemployment is rising, affecting key sources of tax revenue that pay for vital government services and the employees who deliver those services.

Yet health care costs continue to rise for the public sector as the resources to pay for them decline just as precipitously.

In the face of these challenges it is hard to think beyond the current crisis, or as one sage philosopher observed "it's tough to concentrate on draining the swamp when you are up to your elbows in alligators."

Yet when it comes to health care benefits, that's what administrators must do: address the health cost issue in a way that's sustainable over time.

Interestingly, many communities have found the best way to reduce health care costs is to proactively focus on health and wellness: by improving their employees' health status, they reduce overall health care costs. Improving employee health means lower medical costs, lower employee absenteeism, higher employee presenteeism, fewer disability days, and less lost productivity.

And as their employees become healthier and more productive, these individuals can better juggle the multiple responsibilities in their lives – from work to family to community.

Let's consider the case of Loudoun County, Virginia:

Improved Behavior, Health and Costs

Since 2005, Loudoun County has collaborated with CIGNA to improve their employees health status and reduce overall health care costs.

Together, we've developed and implemented a robust wellness program that during the past few years has improved employee use of preventive care options, health care costs, and disease trends, delivering significant near-term and longer-term results for both their employees and their community:

- 10% increase in preventive visits
- 13% decrease in employees with borderline high total cholesterol
- 14% decrease in employees with elevated cardiac risk ratio (risk of stroke or catastrophic cardiac event)
- 28% decrease in catastrophic claims (those over \$50,000)
- 2009 reduction in health plan cost trend from 10% to 6.5%

Key to the county's success was the administration staff's development of a comprehensive wellness program and their determination to change the culture of health care from "crisis care" and unhealthy choices to prevention and healthy lifestyles.

Wellness is a good focus for governments, where chronic conditions and unhealthy lifestyles can have a significant impact on health care costs. Identifying potential health risks and then addressing them before they became major health issues is, in the words of a recent commercial, "priceless". The impact of a major health issue is significant to the employee, family, friends and the employer. But getting employees to change their lifetime habits is not the easiest thing to do, so how did Loudoun County succeed?

Loudoun County not only encouraged their employees to get preventive screenings, engage in healthier habits, and complete personal health assessments, but they offered an incentive program that provided contributions to either the employee's medical flexible spending account or their health savings account each plan year.

The program included opportunities to earn points by participating in wellness activities sponsored by the County, having annual preventive exams, and participating in lifestyle management programs or community-based health programs.

During the course of two years, participation in preventative screenings and doctor's visits, lifestyle management and community based health programs increased, which lead to health improvement in key areas: decreases in employees with borderline high total cholesterol, increases in employees with high HDL (good) cholesterol and decreases in employees with an elevated cardiac risk ratio.

These changes point to adoption of healthier lifestyles and better compliance with chronic disease treatment plans. The pharmacy compliance data indicates that county employees have had a 6% reduction in the risk of heart attack, and average LDL cholesterol levels have dropped 37% for individuals in a treatment plan since 2006.

Health Improvement Pays Off

All of these changes, as well as intelligent plan design, have contributed to a decrease in total health plan costs. In 2009, the health plan is projected to have a 3.5% decrease in total health care cost trend, down to 6.5% from 10%.

As a result, in 2009 employees enrolled in the point of service plan (POS) have seen smaller increases in premiums, and those enrolled in the consumer-directed health plan (CDHP) will not face any premium increase this year.

The Loudoun County government has taken a systematic, scientific approach to developing a comprehensive wellness program. The county did not expect to see big changes or savings immediately, instead choosing to invest time and resources for the long term. Now in its third year, the wellness program is showing a positive impact on the employee population, as well as on individual employees.

Their strategic approach to improving health costs through improved health has earned Loudoun County Government national recognition from the American Heart Association and ICMA, among others.

Moreover, their innovative wellness programs may in fact be a national model for those in both the public and private sectors who wish to “drain the swamp” – even with the economic alligators snapping at their elbows – in order to deliver affordable and sustainable health care for their communities.

Note: for a more detailed description of the Loudoun County Wellness Programs and results, please email: Barbara.Blumenfield@CIGNA.com



IML MANAGERS MONTHLY COLUMN

GRASSROOTS ADVOCACY IS IMPORTANT FOR MUNICIPALITIES, TOO!

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

How would you like to make your job as a management professional easier?

Municipal management teams are challenged every day to make tough decisions and accomplish difficult tasks. Budgets must be balanced, personnel must be managed, resources must be allocated, angry constituents must be mollified, and economic development projects must be advanced. And that's probably before your first cup of coffee each morning!

Whether municipal managers realize it or not, what happens in Springfield each year has a great deal to do with whether managing a municipality gets a little bit easier or a little bit harder. The Illinois Municipal League has published a 32-page report that contains a list of bills that will have some affect on municipal governments. This is an astonishing number of bills. Many of these bills will have a benign, if not positive, impact on how your municipality functions. A handful of these bills, however, will impose costly mandates or make substantial changes to how municipal governments operate. These are the bills that, if enacted into law, can make your job far more difficult.

So what can you do to reduce, if not completely eliminate, the number of bills that will negatively impact your municipality? Isn't the Illinois Municipal League handling this difficult assignment?

The IML staff works every day during the legislative session to win approval of legislation that benefits your municipality. For example, we are working to make sure that municipal governments get a fair share of a comprehensive capital infrastructure bill. We are also lobbying legislators to ensure that municipal governments receive their full 10% share of whatever income tax rate is decided upon by State leaders.

The IML also fights to defeat the bills that mandate how you spend your financial resources, how you hire, how you fire, how you tax, how you build, how you repair and maintain, how you grow, and what services you offer to your residents. This is what we do for you, but we need your help if we are to be as successful as we want to be.

The IML is working with its Managers Committee to partner with the ILCMA in the development of the Grassroots Advocacy Program (GAP). The objective of this program is to “educate, advocate, and empower” by facilitating stronger connections between the IML and its member municipalities for the purpose of promoting reliable and consistent activism on legislative and policy issues. In other words, we are seeking a partnership with our member municipalities that will helps bridge the GAP that exists between Springfield and local communities on issues of critical importance.

How can we accomplish this objective together?

The cornerstone of this program will be the identification of one member on the management team in each municipality who will be responsible for responding to IML requests for advocacy and information. The IML will contact this person for assistance on critical issues. IML staff will provide clear information requests if the purpose of the contact is to either obtain specific data or find out how a municipality currently performs a particular function. Sometimes we will ask each municipality to take a position on a bill and send a letter to their legislator to make that position known. In such an instance, a draft letter will be included in the advocacy request in order to simplify the task as much as possible.

Any additional work done by your municipality to help the IML influence a favorable outcome on critical legislation can significantly ease or eliminate any burden your municipality might experience later. Imagine if your efforts contribute to defeating a costly state mandate or the passage of legislation that increased your revenue capacity? What the IML and ILCMA are really asking your municipality to do is to set aside some time to proactively invest in a more stable, predictable future. The dividends will be significant for your municipality.

Please be assured that the GAP program will be used to target only those bills that will have the biggest impact on your municipality. As such, the GAP program will be used on a selective basis and only on those bills on which we really need grassroots pressure on individual legislators.

Your municipality will soon receive a joint letter from the IML-ILCMA. The letter will request that you identify a member of your management team to be your GAP coordinator. Your favorable response to this request will help Illinois municipalities build a strong grassroots network that will influence state policymakers to make decisions that benefit municipal governments and their residents.

CORPORATE PARTNER SPOTLIGHT

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

SLACK DEMAND MAKES 2009 A GOOD YEAR TO BUILD

Submitted by Brian K. Kronewitter, AIA, DBIA

The financial crisis and recession of 2008 & '09 will continue to leave a mark on all of us this year. The mortgage crisis continues to take its toll on residential construction, impacting municipalities through lower fees and dropping property values. Falling sales tax revenues have further impacted municipalities, while tighter credit markets have other industries scrambling for funds or in some cases delaying capital expenditures in 2009. All of this doom and gloom does have a silver lining for those municipalities that had capital improvement projects already in the design pipeline that will be bidding in 2009....more bang for your buck!

Following incredible run-ups earlier this decade, the cost of copper, structural steel and other commodities used in construction has declined from their 2008 peaks as demand slackens worldwide. After reaching nearly \$5.00 a gallon last summer, the cost of diesel fuel has been nearly halved. Meanwhile the cost of crude oil dropped even more dramatically, from \$146 a barrel last summer to the low \$30's in December. The drop in commodity prices will benefit owners contemplating construction in the next 12 to 18 months.

The current economic conditions are unprecedented and have created a double-edged sword. While commodity prices are down, financial circumstances for trade contractors have changed. Some are struggling to maintain backlog as project opportunities become scarcer and competition more fierce. Banks are tightening credit, performance and payment bonds are more difficult to secure and there are fewer jobs on which to bid resulting in many challenges to keep the capital intensive construction businesses viable. That leads some contractors to submit riskier bids, often with little to no profit built into the bid. This current construction and bidding environment can seem like a panacea to many public bodies because of the appearance of "unbelievable prices," but there is a high possibility that much of this perceived savings could be diminished by trade contractor defaults, aggressive change order strategies to build profit margins and quality issues that result in failures and litigation. With these potential "land mines" lurking, it is even more important that public bodies utilize a professional construction manager (CM). The construction manager that is engaged early in the design process can educate the owner and architect on how to take advantage of the current and future commodity cost reductions through "value-added value engineering." Additionally, the CM can drive the schedule through fast track bidding to take advantage of the hyper-competitive market, while also insulating the owner from the "land mines" mentioned above.

That being said, 2009 is still a good time to build. Owners will benefit from favorable material costs, the availability of construction trade labor and the hyper-competitive nature of the construction market. Those owners with funds or financing are going to get projects delivered at better prices today than in the last two years. Some projects may save millions of dollars over earlier cost projections. Through the first quarter of 2009, we are seeing building construction cost reductions from 2008 of between 5 to 7%.

One caveat: If you think the construction slowdown will lead to more competitive bids you are half right. Some contractors feeling the pinch may opt to reduce bids just to keep working. However, wage increases for 2009 and beyond have already been negotiated with unions, so labor rates will increase 5-6% this year in spite of tighter market conditions.

Mortenson is widely recognized as an innovative leader in today's construction industry. Founded in 1954, our family-owned company is currently ranked 27th among the top 400 U.S. Contractors by Engineering News-Record. Mortenson has had a presence in the Chicagoland area for more than 20 years and operates as a diverse construction organization, involved in a wide variety of project types including Municipal, Sports/Recreation, Corporate, Healthcare and Higher Education. In 2008, Mortenson was recognized as one of the Best Places to Work in Illinois and was honored as one of the 101 Best and Brightest Companies to work for in the Chicagoland area.



Mortenson
construction

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Building what's next.™



ICMA ANNOUNCES...

2009 Conference State Scholarships and Discounts

This year's ICMA Annual Conference, September 13-16 in Montreal, combines a cost-effective, high-quality professional development opportunity, networking, and information sharing—now when you need them most—with the cosmopolitan sights, sounds, and attractions of a truly international destination.

To spread the word about this great opportunity, we ask that you, as a state association officer or staff member, share the information below concerning the 2009 conference scholarships, membership/registration campaign, and discount registrations with your state colleagues through your listserv, an email, or other communication, or link directly to the ICMA conference site.

1. State-Based Conference Scholarship Program

ICMA provides complimentary conference registrations to any state association that establishes a travel-and-housing scholarship. There is no limit to the number of comp registrations a state association can request, so long as they are willing to underwrite the cost of travel and housing for the state association member. These comp registrations can be used by either a non-ICMA member or a member who could not otherwise afford to attend the conference. Encourage your state association to establish one or more state-based ICMA Annual Conference Scholarships this year.

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

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

Any ICMA member who refers a nonmember also receives a \$50 savings conference bookstore coupon for every non-ICMA member they refer.

3. Host Region Registration Discount

Any ICMA member from the host Region (which this year includes Canada and the U.S. border states of Maine, New Hampshire, New York, and Vermont) who is attending his/her first annual conference is eligible to receive \$200 off the conference registration fee. (This is double the discount that was offered for many years!) Additionally, any nonmember in the host region who joins ICMA can receive the \$200 registration + the \$100 Member-Get-a-Conference-Attendee discount PLUS half-price ICMA membership for a year.)

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

Late May—Preliminary program packet mails. The same detailed information contained in the conference preliminary program will also be available at <http://icma.org/conference2009>.

June 1—Housing bureau opens simultaneously with online conference registration. Remember: You will NOT receive a housing form in the ICMA Newsletter this year.

July 6—Cutoff for the most affordable, early-bird registration rates.

Thank you for your assistance in helping your ICMA member and nonmember colleagues attend the world's largest event focused on local government leadership and management skills building, training, and networking! Contact us at customerservice@icma.org if you have questions.

Sincerely,

Ross Hoff
Director, ICMA Annual Conference

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 26. 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.

ICMA 2009 MONTREAL ANNUAL CONFERENCE**TALKING POINTS****GENERAL COMMENTS**

- Tough times are no time to cut back on the high-quality professional development and networking you and your jurisdiction need to deal with the current economic crisis. With nearly 100 concurrent educational sessions, field demos, Solutions Track sessions, Marketplace Roundtables, and other professional development opportunities, the ICMA Annual Conference provides you with ideas and strategies that can be put into action as soon as you return to your office.

"What is your community's return on investment when you attend an ICMA annual conference? Is your attendance viewed as just a vacation? A chance to see a new city on the municipality's dime? Or is it a cost-effective opportunity to gain knowledge, insights, strategies, and contacts that will help you lead your community during these very uncertain times? From a pure business sense, there should be an economic gain on your investment from attending the conference. If you value the long-term professional benefits that can be realized, personally paying for some or all of the cost may be the answer and could demonstrate to your governing body that you are seriously committed to your development, your profession, and your community."

*Robert Kiely, city manager, Lake Forest, Illinois
2009 Conference Planning Committee Chairman, in the March 2 ICMA Newsletter*

- ICMA Annual Conference participants have routinely said that they've saved their communities thousands of dollars from just one idea that they picked up during an educational session or other conference program.

"I have frequently returned from an ICMA conference with one or two new ways to think about a program or problem with which our city has been struggling. Sometimes those ideas have come from a presenter, sometimes from a vendor, and sometimes from an informal discussion with a manager from another state."

*Mark Levin, city administrator, Maryland Heights, Missouri
2009 Conference Planning Committee Member*

- Successfully navigating a city, town, or county through these stressful times of budget cuts that can require a person to terminate colleagues and friends is draining. Attendance at the ICMA Annual Conference can be a time of personal renewal and reflection and an opportunity to rekindle one's passion and love of the profession.

"My first ICMA conference experience re-energized my spirit. At that event and each ICMA conference I've attended in the intervening 20 years, I've been inspired by new ideas and educational opportunities and my passion to make a difference has soared."

*James A. Bennett, city administrator, Lewiston, Maine
2008 Conference Planning Committee Chairman*



City/County Management in ILLINOIS



ICMA 2009 MONTREAL ANNUAL CONFERENCE

2009 REGISTRATION FEES

- Early-bird registration fees (by or before July 6) are:
 - Members: \$565 online/\$590 paper
 - Nonmembers: \$1,000 online/\$1,025 paper
- Complimentary registration for:
 - Student and Honorary Members
 - Range Riders
- Registration discounts for:
 - Members in the conference region (Canada and U.S. border states Maine, New Hampshire, New York, and Vermont) attending their first conference (\$200 discount)
 - Members outside North America attending their first conference (50% discount)
 - Retired Members (\$150 fee)
 - Life Members (\$150 fee)
 - Full-time academics (\$230 fee)
 - Non-member managers attending their first conference and registering as a result of special promotions encouraging current members to promote the conference
 - Early-career professionals, defined as Affiliate Members with 3 years or fewer as a member (\$300 discount)

EDUCATIONAL PROGRAM

- This year's program will include:
 - Four outstanding keynote plenary sessions
 - Nearly 50 concurrent educational sessions
 - A dozen special sessions and events
 - ICMA University forums and workshops
 - Educational exhibits and Solutions Track sessions
 - Marketplace Roundtable discussions
 - Special sessions
 - Field demonstrations highlighting the best of the host city of Montréal
- All educational sessions, general sessions, registration, and exhibits, will take place at the Palais des Congrès de Montréal, the city's convention center. Busing for tours, field demos, and athletic events will originate there
- Theme Tracks
 - The Economy—Doing the Best with Less
 - Redefining Services in Challenging Times
 - Leading Practices and Policies for a Sustainable World
 - Workforce Issues—Nurturing Your Greatest Resource
 - Personal Issues Facing Local Government Managers
- Sessions are also being developed specifically for:
 - ICMA Credentialed Managers
 - Small community managers
 - Assistant managers
 - Early-career professionals

IMPORTANT GENERAL REMINDERS

- The 2009 online **housing bureau will again open simultaneously with online conference registration on June 1, 2009.**
- The preliminary program/pre-registration packet will be **mailed in late May.**
- Language is no barrier; despite residents' extensive use of French, most are bilingual.

Conference attendees will need a **passport** to travel to and from Montreal, so folks should apply for or update their paperwork as soon as possible. Visit <http://travel.state.gov/passport> for more information.

Ways to Keep Expenses Low

- **Exchange rate:** Best it's been in months! As of early March, prices in U.S. dollars are 78% of what they are in Canadian dollars. That means for every dollar you spend in Montreal, you're really only spending \$.78. A room in one of the conference co-headquarters hotels that lists for \$184/night in Canadian dollars, for example, will actually only cost you \$142. Because of this favorable exchange rate, the Montreal conference could be more affordable for many members than some conferences in the U.S.
- **Registration fees:** Held at 2008 prices and include \$35 Welcoming Reception ticket! (See below for details concerning additional discounts). **For lowest rates, register by or before July 6** and take advantage of the \$25 discount for online registration fee.
- **Hotels:** Potential attendees may want to consider sharing a hotel room to stretch their dollars. Using the example of a four-night stay in the room that lists for \$184 CN/\$142 U.S. (roughly \$568 base), an attendee could save \$284 U.S. by sharing with another person. Members can use the conference discussion forum at <http://forums.icma.org> to connect with other attendees who are interested in sharing expenses.
- **Transportation:** Some members may want to consider flying into Burlington, Vermont, renting a car with a group of people, and driving to Montreal to save costs. Or, you may find that a direct flight from an alternative airport a few miles away from where you normally fly can save you a bundle. Use the online travel reservation sites (e.g., Orbitz, Travelocity) to test various scenarios and options.
- **Food:** Free exhibit hall lunches Monday and Tuesday. Full spectrum of eating opportunities in downtown Montreal, including "chic but cheap" options in extensive Underground City.

**Metro Managers
Association
Annual Golf Outing
Thursday, May 21, 2009**

Bloomington Golf Club
181 Glen Ellyn Road
Bloomington, IL 60108
(630) 529-6232



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

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

Please Print:

Name: _____

Company: _____

Phone: _____

Email: _____@_____

Others in foursome:

_____ Name	_____ Company	_____ Phone	_____ Email
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*Metro
Managers*



Please send completed form and payment
by **May 4th** to: (make checks payable to Metro Managers)
Gerald Sagona
Village of Lake in the Hills
600 Harvest Gate
Lake in the Hills, IL 60156



**APWA CHICAGO CHAPTER &
ILLINOIS CITY/COUNTY MANAGEMENT ASSOCIATION**

PRESENT

2009 LEADERSHIP BREAKFAST

**“THE URGENCY OF LONG-RANGE PLANNING -
MAKING TOUGH DECISIONS ABOUT INFRASTRUCTURE FUNDING,
GROWTH AND OUR QUALITY OF LIFE”**

SPEAKER: Randy Blankenhorn, Executive Director CMAP

WHEN: Wednesday, May 20, 2009, 7:30 a.m. to 9:00 a.m.

WHERE: Renaissance Center, 1920 Thoreau Drive, Schaumburg

**COST: \$45.00/person (Includes full breakfast and Public Works
Week Expo Pass for APWA guests)**



Registration

Name: _____ Company/Municipality _____

Address: _____ City: _____

State: _____ Zip: _____ Phone: _____ e-mail: _____

Number of Guests: _____

To Register: Please fill complete and return to Nan Newlon or register on-line at the address below. Please make checks payable to “Chicago Chapter APWA”.

E-mail: nnewlon@downers.us

On-line: [//chicago.apwa.net/Chicago/expo/index.htm](http://chicago.apwa.net/Chicago/expo/index.htm)

**Mail: Department of Public Works, Village of Downers Grove, 5101 Walnut Avenue
Downers Grove, IL 60515, Attn: Kirsten Coulman**

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A NEW PERSPECTIVE ON PUBLIC WORKS MUTUAL AID....THE ILLINOIS APPROACH*By Vydas Juskelis, PE, Director Public Works, Village of Villa Park***Background**

One could argue that while most local public works departments have at least informal mutual aid (handshake) agreements, they typically are not very effective in larger incidents since nearly every major incident will impact your neighbors as well as yourself and make the availability of mutual aid resources almost impossible. Outside assistance would need to come from many miles away or possibly the other side of the state.

A number of states have statewide agreements, but they typically only address specific segments of government, such as counties or utilities. To our knowledge, there are no states that have public works mutual aid programs that include all levels, sizes and types of public works agencies.

Further complicating the issue is the fact that Illinois has more units of local government than any other state in the Union -- approximately 5,200 (102 counties, 1,307 townships and 1,163 municipalities plus many others such as schools districts, fire districts, library districts, park districts, etc.). Despite these and many other obstacles, both the Chicago Metro and Illinois Chapters of APWA have advocated for the creation of a robust public works mutual aid program for many years.

While our colleagues in fire and law enforcement have always enjoyed widespread support for mutual aid, historically, resistance frequently has surrounded similar support for public works mutual aid for a variety of reasons.

In the late 1960's, the fire service Mutual Aid Box Alarm System (MABAS) was created and today has 500 fire departments throughout the state that are members of the system. The purpose was to enable the deployment of fire assets anywhere within the State of Illinois where and when they were needed. The MABAS model is now being accepted and promoted as the national model for fire service mutual aid. Similarly, the Illinois Law Enforcement Alarm System (ILEAS) was created in 2002 to serve a similar purpose. It currently has approximately 900 member departments. The Illinois Public Works Mutual Aid Network (IPWMAN) has the potential to be larger than both of these organizations combined.

Furthermore, when the Emergency Management Assistance Compact (EMAC) was created, both MABAS and ILEAS immediately became signatories to the program. EMAC is a congressionally ratified organization that provides form and structure to interstate mutual aid.

Through EMAC, a disaster impacted state can request and receive assistance from other member states quickly and efficiently, resolving two key issues upfront: liability and reimbursement.

One of the key features of both systems is that every member agency across the state is required to sign the exact same agreement so that a single statewide operational procedure and contractual agreements apply to every participating member. The IPWMAN model agreement is based on these successful programs and contains virtually identical language throughout most of the agreement.

The Issues

Because the kind, size and type of available public works resources is huge as compared to fire or law enforcement resources, the need for mutual aid has a much greater potential for public works departments. This is especially true in smaller towns and villages. For example, often you will find a small town public works department to have only 3 or 4 employees, whereas the local volunteer fire department might have 40 or more members at their disposal. Small local police departments are supplemented when necessary by the local sheriff's department. With such small departments, public works resources are typically overwhelmed by even the smallest non-routine incident.

In 1999, the Illinois legislature enacted the "Illinois Governmental Cooperation Act" that addressed and authorized the need for mutual aid at all governmental levels. The act addressed most liability and other issues that had been of most concern to local elected officials.

The Goal

It is believed that there is widespread interest across North America for the development of a model agreement and structure for the development of public works mutual aid programs in every single state and county. It is hoped that the long negotiations, efforts and experience in Illinois will help other states to be able to develop similar networks.

Developing the Plan

About 3 years ago a group of Illinois public works officials, lead by the Illinois Chapter of APWA, embarked on a plan to develop and promote a statewide mutual aid program. After several years of effort and negotiation with other discipline-specific organizations, it was determined that a restrictive approach would not meet the needs of the larger public works community and the energies were redirected towards developing a more workable and robust statewide all-inclusive public works mutual aid program, developed by and for public works agencies.

In July of 2008, a group was brought together comprised of the Chicago Metro and Illinois Chapters of APWA, the Illinois Association of County Engineers (IACE), the Illinois Department of Transportation (IDOT), the Illinois Emergency Management Agency (IEMA) and others to continue the previous efforts.

Since most of the basic terms of the agreement had already been agreed upon, the process was fairly straightforward to make it apply to all types of public works agencies. On September 18, 2008, this group took formal action to adopt a Master Agreement and voted to formally create an Illinois not-for-profit corporation, and established an interim Board of Directors for the new "Illinois Public Works Mutual Aid Network" (IPWMAN).

The by-laws of the organization were completed and approved in December of 2008 and on February 21, 2009, the Illinois Secretary of State, approved IPWMAN as a not-for-profit Illinois corporation. Efforts are currently underway to agree upon an organizational structure and standardized operational plan to govern the organization. It was agreed early on that the organizational structure, operating rules and deployment procedures would be similar in nature to the existing fire and law enforcement programs so that to the greatest extent possible, the system would be NIMS compliant and not reinvent the wheel. Some of the basic concepts, such as one single agreement for all members, a simplified and minimal cost membership fee based on population and an organization that has regional representation from the current IEMA regions were carried over from the ILEAS model.

IPWMAN is also working with IEMA to become a part of the State of Illinois assets whenever a state or federal declaration is made in Illinois. This agreement will provide IPWMAN a seat in the State Emergency Operations Center (SEOC) and on the Illinois Terrorism Task Force (ITTF).

Governance Structure

There are three classes of membership proposed: Agency members – dues paying public works related agencies that have signed the agreement and have assets to deploy; Ex-Officio members – federal, state or local agencies not meeting the criteria to be Agency members (i.e. The Illinois Chapter of APWA, the Illinois Association of County Engineers, etc.), and Ad Hoc members – individuals or firms that can provide valuable guidance and assistance.

The Board of Directors is composed of 19 members:

- Two members from each of the eight IEMA Regions, elected to three-year rotating terms
- A President, elected for a two-year term
- A Vice President, elected for a two-year term
- A Secretary/Treasurer, elected for a two-year term
- Non-voting Ex Officio members as may be included from time to time

Key Features of the Agreement

Some of the key features and provisions of the agreement are as follows:

- There is no unconditional requirement to provide assistance. This is especially true when it is necessary to provide similar assistance to members' own communities.
- The responding agency designates a representative who coordinates the initial work of their responding employees.
- Any agency may recall its resources at any time.
- The responding agency is responsible for the well-being of their employees (payroll, benefits, FICA, etc.).
- The assistance is provided for a minimum of 12 hours.
- Up to five calendar days work and assets will be provided at no charge to the receiving agency.
- If activated as a state asset, resources will be reimbursed by the State of Illinois or FEMA, in the event of a federal declaration, if properly documented.

Next Steps

It is expected that the by-laws, operational plan and incorporation will be accomplished by the end of 2008, and a formal roll out of the organization and initial membership drive will begin in early 2009, so that formal elections can take place by October of 2009.

The goal is to have 150 members statewide by the time of the first annual meeting in October of 2009.

For more information

Copies of the agreements, by-laws and other information are available on the IPWMAN web site www.ipwman.org. You may also feel free to contact Barbara Stiehl, IPWMAN Secretary/Treasurer at 217-819-3155 or blstiehl@city.urbana.il.us

Web sites of organizations referenced in this article include:

MABAS (fire mutual aid) www.mabas.org
ILEAS (law enforcement mutual aid) www.ileas.org
IEMA (Illinois Emergency Management Agency) www.state.il.us/iema
FEMA Federal Emergency Management Agency www.fema.gov
Chicago Metro Chapter APWA www.chicago.apwa.net
Illinois Chapter APWA www.illinois.apwa.net
Illinois Association of County Engineers (IACE) www.iaceng.org
Emergency Management Assistance Compact (EMAC) www.emacweb.org

Health Care Issues in 2009 and Beyond— where do we go from here?



Please join us on
Wednesday, May 6, 2009
8:30 a.m. to 12:00 Noon
Roosevelt University
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Senior Attending Physician-Chicago Mercy Hospital and Medical Center;
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Dr. Terry Mason, Commissioner, Chicago Department of Public Health

The Impact of Health and Wellness Programs on Employee Absenteeism and Presenteeism

Howard Gough, Health Solutions Director of Distribution, CIGNA

Kindly RSVP by April 17, 2009

Include your name, title, organization, phone, and e-mail address.

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*Some restrictions apply

Community Development Director/Planner.

The Village of Homer Glen (population 25,069), located in Will County, was incorporated in 2001 to help assure that development meets high standards for quality and environmental compatibility. The Village approved one of the strongest Conservation Design ordinances in the nation and seeks an experienced professional Community Development Director/Planner to help the Village carry out the goals of its Comprehensive Plan and Green Vision Plan. These plans and other information are available on the Village's website at www.homerglen.org.

The Community Development Director/Planner will report to the Village Manager and have primary and direct input to the Mayor, Village Board and Plan Commission with analysis and reports of zoning and subdivision applications and long range planning. The position will also provide assistance with carrying out economic development programs and initiatives while working closely with the Community and Economic Development Committee.

The ideal candidate will have a Master's Degree in Urban Planning, Geography, Landscape Architecture or related field. A thorough knowledge of the principles and practices of planning is required along with five years of progressively responsible experience in municipal planning. Knowledge or experience with Conservation Design principles, GIS, architectural design, mixed use developments along major highway corridors, and environmental best practices is desired. Excellent communication skills, understanding of Illinois land use law and planning practices and familiarity with State and Federal regulatory agencies is required.

Salary range \$65,000 to \$85,000 depending on qualifications. Residency is not required. Interested applicants should submit a cover letter and resume to Paula J. Wallrich, Village Manager, at the following email address hparker@homerglen.org by May 18, 2009.

Village of Plainfield, Village Administrator

Plainfield, Illinois (population 40,000). Village Administrator. Appointed by Village President with advice and consent of Village Board consisting of 6 Trustees elected on a non-partisan basis for 4-year overlapping terms. \$61.5 million capital and operating budget; 157 full-time employees. Community has experienced high growth over the last six years in the southwest suburban area of Chicago. Bachelor's degree in public or business administration or related field required; MPA or similar advanced degree preferred. Minimum of 7-10 years increasingly responsible and significant experience as a public management CAO or Asst. CAO in a similar or larger sized municipality also required. Experience in community growth, economic development, and intergovernmental and community relations ideal. Strong administrative, financial, employee/labor relations, and management skills important. Superior interpersonal, communication, and negotiation skills essential. Starting salary \$125,000+/-, negotiable depending on qualifications and experience. Final review of resumes will commence on May 22, 2009. Submit resume, cover letter with salary history and five references to the City's Executive Search Consultants: Gregory F. Ford, Vice President, The PAR Group, 100 N. Waukegan Road, Suite 211, Lake Bluff, IL 60044. TEL: 847/234-0005; FAX: 847/234-8309; Email: resume@pargroupltd.com.



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JOB MART

Village of Winfield, Village Manager

The Village of Winfield is accepting applications for the position of Village Manager. Winfield is a vibrant community with a population of 9,065 residents and is known for its quiet neighborhoods and bustling business districts. The Village is a western suburb of Chicago located on the Metra commuter line in DuPage County and has an annual budget of \$16 million with 45 employees.

Applicants should possess strong communication skills, sound management ability, and experience in strategic planning, budgeting, and human resources. The Manager shall be responsible for the direction of Department Heads and implementation of Board policy in the efficient daily operations of the Village. A Master's Degree in Public Administration or related field and five years of responsible experience in municipal management at the Assistant Village Manager or Manager level are required. Salary range is \$98,184-\$111,173 with full range of benefits. Position appointed by Village President with consent of 6-member Board of Trustees.

Interested candidates should submit resume by May 15th to: Human Resources, Attn: Manager Position, 27W465 Jewell Road, Winfield, IL 60190, Fax: (630) 665-1767.

EOE

City of Minonk, City Administrator

Minonk, IL (pop. 2200) is a progressive community located in north central Illinois on Interstate 39. Mayor and six member council elected on a non-partisan basis. Four administrators since 1990. \$1.6M total budget; 11 FT, 4 PT employees. Salary \$65K to \$75K plus benefits, DOQ.

Bachelor's degree, prefer master's in public administration/related and three years progressive municipal administration experience. Desire a strong background in municipal budget and financial management, human resources, planning, grant writing and economic development; strong interpersonal and consensus building skills; commitment to citizen service. Residency required.

Send cover letter, resume, salary history and references to Public Administration Associates, LLC, P. O. Box 282, Oshkosh, WI 54903; e-mail paassoc@northnet.net; phone 920-235-0279; by May 18, 2009. EOE

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City of Prospect Heights, Executive Director, Convention & Visitors Bureau

The City of Prospect Heights (pop.17,081) seeks applicants for the position of Executive Director – Convention & Visitors Bureau. Strong leader with excellent communication skills; strong customer service ethic; proven management abilities. Responsible for managing the formulation, installation, modification and improvement of plans and programs for the development of community awareness and regional appreciation of the City of Prospect Heights, both as a hotel and convention center and as a destination for local and regional tourism. Requirements include a degree in Business Administration, Marketing, Communications or other related degree, minimum of 5 years work experience, in a professional marketing, public relations, or public administrative position. Salary dependent upon qualifications with a comprehensive benefits package. Municipal experience preferred. Send resume and salary history to City of Prospect Heights, City Administrator, 8 N. Elmhurst Road, Prospect Heights, IL 60070 or fax to (847) 392-4244 by May 8, 2009. EOE

City of Geneva, City Engineer/Assistant Director of Public Works

The City of Geneva, Illinois is accepting applications for the City Engineer/Assistant Director of Public Works. The Engineering Division currently has 7 employees. The position is appointed by the Mayor with the consent of the City Council and reports to the Director of Public Works. The City Engineer/ADPW administers and supervises all engineering related improvements and activities within the City and assists in the administration of the Public Works department.

Applicants must possess a Bachelor's degree in civil engineering, PE license and five to seven years of progressive supervisory experience. The City of Geneva offers an excellent fringe benefit package and starting salary, with the salary range for this position being \$76,982 - \$108,666 annually with a starting range of up to \$90,055 depending upon qualifications. Please submit a resume, three professional references, salary history and a completed job application to Ellen Burmeier, Human Resources, City of Geneva, 22 South First Street, Geneva, IL 60134 or eburmeier@geneva.il.us by 5:00 p.m. on May 7, 2009. Only complete application packets will be considered. Applications will not be accepted via facsimile. The City of Geneva is an equal opportunity employer.

For more information on the City of Geneva please visit our website at www.geneva.il.us.

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