



CALENDAR OF EVENTS

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

May 7, 2010

SWICMA Luncheon Meeting
Location: Hanley's Grille & Tap

May 12, 2010

ILCMA Professional Development
Topic: Workers' Compensation –
Getting a Handle on Costs
Location: Harry Caray's, Lombard

May 12, 2010

IAMMA Awards Luncheon
Location: Harry Caray's, Lombard

May 18, 2010

UIC/ILCMA Workshop
E-Government
Location: Hilton, Lisle

May 19, 2010

Metro Manager Golf Outing
Location: Bloomingdale Golf Club

May 28, 2010

IAMMA Wrigleyville Rooftop Day
Tickets are limited!

June 9 – 11, 2010

ILCMA Summer Conference
Location: Eagle Ridge, Galena, IL

Strengthening the quality of local governance through professional management

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April Showers Bring May Flowers

May 2010





City/County Management in ILLINOIS

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.

Article from ILCMA Professional Conduct Committee by Al Rigoni, Chair, Village Manager, Skokie

As the Chair of the Illinois City/County Managers Professional Conduct Committee, it is a pleasure to report that in three years, there has been only one serious matter involving fact-finding by the committee. The Illinois City/County Managers should indeed be proud of this lack of activity and the very positive record of ethical conduct in Illinois by Illinois City/County Managers and Administrators.

I am convinced that ethical conduct at the local government level makes a difference and, further, that the citizens can discern and distinguish this quality versus other levels of government. In a national survey released by the Pew Research Center on April 18, 2010, only 22% of all Americans surveyed say they trust the government in Washington "almost always or most of the time."

By contrast, in a National Citizen Survey* conducted in Skokie in fall 2009, I was most proud of the 88% excellent/good rating achieved in the category of public trust. This compared to 43% for the Federal government, 32% State government and 29% for Cook County government. I am confident that a similar positive rating would be achieved in a survey conducted in your Council/Manager or Council/Administrator city or village. With no excuse for the cheerleading, local government is where it happens and the public understands this. In my opinion, public trust is one of the keys, if not the key, to successful government administration. A quote from the National Survey Report hit home for me, "When local government leaders are trusted, an environment of cooperation is more likely to surround all decisions they make. Cooperation leads to easier communication between leaders and residents and increases the likelihood that high value policies and programs will be implemented to improve the quality of life of the entire community." When there is a lack of trust, the easiest of solutions become suspect. When trust exists, even the most difficult of issues can be resolved through dialogue and compromise.

In closing, I urge all my colleagues to be ever mindful of their personal ethical behavior. I am not talking about the easy decisions (you know you can't accept tickets to an NCAA basketball game). It's the grey areas about which we need to take care. I encourage the reading of Martha Pergo's column in each issue of PM Magazine. Her columns are appropriately placed at the front of the publication, typically on the second page of the magazine. You will find her hypothetical scenarios interesting, insightful and based upon her many years of experience in dealing with such questions from the real world of city management.

I use a simple test when I am in a quandary about an ethical decision. I ask myself this question: "If this situation became public, would I feel comfortable explaining the matter to a reporter?" If you feel the least bit of discomfort, you have your answer.

*The National Citizen Survey is an ICMA-endorsed standardized citizen survey instrument with an error factor +/- 5%.

WELCOME NEW MEMBERS

Sarah Schillerstrom, Assistant to the Administrative Services Director, Village of Glenview

Ramesh Kanapareddy, Assistant City Engineer, City of Lake Forest

Joellen Daley, Director of Administrative Services, City of Evanston

Gail Paul, City Administrator, City of Countryside

Andrew Licherman

WELCOME NEW FRIENDS OF ILCMA

Larry Robbins, Paramedic Services of Illinois, Inc

Michael Hansen, Paramedic Services of Illinois, Inc.

WHO'S WHO DIRECTORY UPDATE

Cristina Collision is a new Management Analyst in Clarendon Hills. Her new contact information is:

Village of Clarendon Hills
1 North Prospect Avenue
Clarendon Hills IL 60514
630-286-5402
ccollison@clarendonhills.us
www.clarendonhills.us

Jenna Kollings is the new Community Executive Officer in the Community of Anthem, Arizona

Her new contact information is:

3701 W. Anthem Way, Suite 102
Anthem, AZ 85086-1001
(623) 742-6064
jkollings@anthemcouncil.com
www.onlineatanthem.com

City/County Management in ILLINOIS

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.

Protecting Municipal Revenues – By Kevin Lerash, Azavar Audit Solutions, Inc.

Municipalities are being challenged - a consistent theme with most organizations in this current economic climate. Whether it's smaller distributions from the State, consumers spending less, or just bad luck, one thing is certain: municipal revenues are down and it is hard to predict when or how they will recover. In addition to finding new revenue sources, municipalities need to protect revenues currently received. Presented here are a few topics that may assist in protecting existing local government revenue streams.

Ordinance Updates

In order to protect current and future revenues, ensure that your ordinances include a process for collecting taxes, analyzing records, and remedies for tax collection errors including a Taxpayer Bill of Rights (also known as "Locally Imposed and Administered Tax Rights and Responsibilities"). Such an ordinance will maintain consistency concerning tax collection and will offer guidance as to the processes involved with collection, remittance, and delinquency issues with taxpayers, and will set a clear and fair standard for interest rates, penalties, and statutes of limitation for taxes – both underpaid and overpaid.

A common way for municipalities to raise revenue has been the implementation of a municipal utility tax (MUT) on gas, electric, and water services. A utility tax is assessed per unit used of electricity and a percentage of the gross sales of natural gas and water, respectively. This tax is collected by your local utility provider and remitted to your municipality on a statutorily agreed upon basis.

A traditional utility tax, however, is insufficient for equitably capturing all potential users who are "wheeling" in their natural gas (i.e. purchasing it from outside the municipal boundaries, thus not subject to a municipal utility tax ordinance). A gas use tax (GUT), though implementable by home rule communities only, may be a good option for local governments seeking to protect existing municipal utility tax revenues and who have large users of natural gas in their community, as these are often the largest utility taxpayers and most likely to purchase from a third party.

Your municipal attorney should be consulted in order to draft ordinance language – a good start is on the Illinois Municipal League's website where many "model ordinances" can be found. Many municipalities are starting to approach the gas use tax as a complement to protecting municipal utility tax revenues. For a good example, see the City of Des Plaines' website of a MUT/GUT hybrid revenue source and ordinances. A helpful tip: when considering implementing a gas use tax, the more use data reviewed, the better your projections will be. It is imperative that a gas use tax analysis be conducted over a long period of time (think decades rather than the two most recent years) to determine its ability to protect your existing revenues.

Data Integrity and Protection

Closing tax loopholes and improving language in older ordinances are great ways to maintain and protect revenue, but with address-based taxes, your revenues are only as accurate as the data. In

many communities a water billing list may be the best address database available. However, not all addresses in a municipality are served by the water department. Some customers are served outside of municipal boundaries and some may have service, but are not actually on the water service list. Check your lists for accuracy. Use maps and other internal municipal lists to verify that your municipality has documented every incorporated address, ensuring that an unincorporated address is not listed as incorporated, and vice versa.

Implementation of a Geographic Information System (GIS) is a worthwhile tool if your municipality does not already invest in one. GIS will not only improve general operations in the municipality, but a comprehensive, updated system allows local governments to track their revenues more extensively. Utility taxes, franchise fees, sales taxes, and property taxes can be better protected, documented, tracked, and predicted if your data is updated and accurate.



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CHICAGO, ILLINOIS 60604

P.H. 800.683.0800
F.X. 312.583.0200

Data Sharing

Sharing data is important and you may be asked by a utility or cable company for a list of all addresses within your municipality to verify tax remittances. When asked for data by providers, be sure to ask for their data as well. Examine their list to ensure accuracy on both sides of the table.

Counties hold a wealth of information relating to property and the boundaries an address resides within. Maintaining geographic information between the County and your municipality is vital when taxes or franchise fees need to be remitted to your locale. Check with your County to make sure that incorporation status is consistent; when annexations take place, make sure geographic knowledge is shared and both entities are equally aware of switches made. Anyone handling geographic data (municipal clerks come to mind) should have a process in place for notifying and sharing this data with interested parties.

Implementing a new tax may be a good way to balance the budget in the short term, but getting your existing revenues straight is important for long-term municipal health. In this financially challenging environment, a good start to gaining a grasp of your revenues is to protect the accuracy, consistency, and integrity of the data that determines your revenues. Improving your processes and relationships with the taxpayers responsible for remitting revenues is a step in the right direction.

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.

An Idea Whose Time Has Come? Exploring Shared Services, Cooperation and Consolidation

By Greg Kuhn, Assistant Director, Public Management and Training, NIU Center for Governmental Studies

As noted policy theorist John Kingdon asks in his now famous book on agenda setting: When do those in public policy arenas know when an "idea's time has come"? For city and county managers, the question is this: Have we reached the "tipping point" (in the context of the present economic crisis) when discussions on shared services and consolidation can be safely raised on the public agenda? If so, how can public management professionals approach the murky waters of analysis and recommendation on the topic?

According to a number of economists and the Federal Reserve Board's Index of Industrial Production (IIP), we are on our way out of the longest recessionary period (18 months +/-) since the nearly four-year downturn from 1929-1933 (The Economist, April 12, 2010). Like a receding storm that hit at high tide, the crisis may be receding, but much has changed in the wake of the storm. Like the flotsam and jetsam that fill the beaches after a storm, the economic crisis has left the local government landscape eroded and littered. Lost positions, reduced services, and depleted reserves are among the many items that are visible now as the storm slowly recedes. On the local government

scene, one additional item left in the wake of the storm is the new-found willingness to explore the possibilities, probabilities and realities of shared services between units of local government. While the concept is not a new one, the present economic environment has moved the topic from one of "taboo" to one that is now seen as tolerable if not necessary and progressive.

Recent reporting in various media outlets confirms that the topic of shared services, cooperation and even consolidation have reached beyond exploratory professional conversations between colleagues to the agendas of Board and Council meetings. Towns May Study Policing (April 23, 2010 Courier News report about West Dundee, East Dundee and Sleepy Hollow), Combined Hinsdale-Clarendon Hills Fire Services Plan Set for Meeting (February 3, 2010 Suburban Life article), County Board Member Eckhoff: Consolidate DuPage's Fire Districts (November 3, 2009 Daily Herald article). This sampling of articles seems to indicate that we have reached a "tipping point" of some sort when it comes to the logical but thorny subject of sharing assets and resources. Headlines like this don't make it into the local papers by accident. Similar sentiments have been voiced in strategic planning engagements I have facilitated over the past two to three years, but none more clearly than the workshop about three years ago where both a courageous police chief and fire chief made it clear to elected officials that the current model of operations in their community was "unsustainable" over the long haul; that consolidation or shared services had to be in the strategic plan.

So the question for professionals is this: If we have indeed reached a "tipping point" in this conversation, how do you go about assessing the possibilities, practicalities and realities of sharing a service or a facility, collaborating with multiple jurisdictions, or earnestly exploring consolidation? The short answer is "very carefully". Undertaking the kind of preparations, analysis and discussions necessary to thoroughly and thoughtfully measure the feasibility of any of these types of "shared" ventures requires both

time and rigor. Quick answers, back of the envelope calculations and rosy assumptions are not only ill-advised, they're fraught with the kind of political and financial risks that can doom even the best intentions or ideas.

How should you proceed if you are considering this type of analysis? ... With forethought and a comprehensive methodology in mind. In framing a potential study for two Illinois communities a couple of years ago, a team of analysts and faculty members at the Center for Governmental Studies and the Division of Public Administration at NIU developed a study approach that divided the analysis into two primary areas of exploration labeled "*Acute Consolidation Issues*" and "*Horizon and Sustainability Issues*".

The first set of issues to be measured, dissected and analyzed are ones any MPA graduate student would recognize from a solid "cost-benefit analysis" class and are identified as *Acute Issues*. These are the most immediate, quantifiable, identifiable, and in some ways, most obvious to assess and resolve. Acute Issues involve things that can be "measured" in some form or fashion including savings, an overall assessment of the concept, measuring impacts and consequences, and developing the general design of new operational solutions or models. Budgets, staffing, assets, equipment, capital plant and related issues would fall into this category of analysis. While not necessarily easy to undertake, this type of analysis is doable and the models of examination plentiful.

The second set of issues is more ambiguous and less prone to easy measurement or calculation. These issues can be categorized as "*Horizon and Sustainability Issues*". Horizon issues cannot be divorced from "Acute Issues", but do rise to a different level of complexity and approach to assessment. "*Horizon and Sustainability Issues*" would tend to include critical governance and policy-related determinations on control, governing authority, contracts, service

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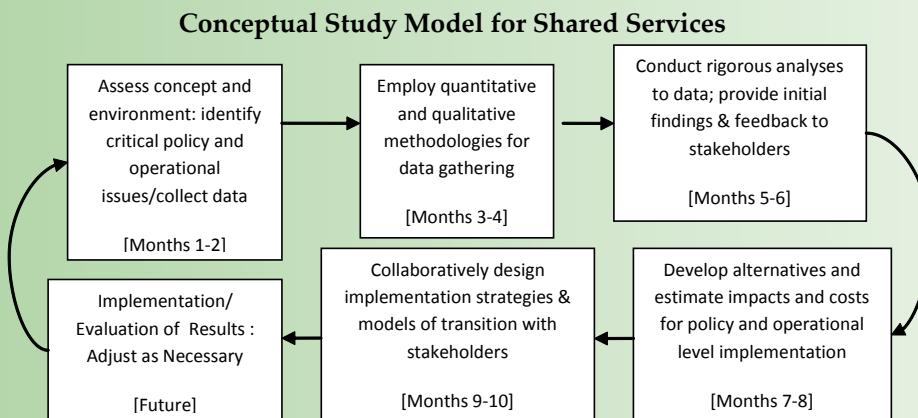
Sponsor Article continued on page 5

City/County Management in ILLINOIS

Sponsor Article continued from page 4

standards, blending personnel, ownership of assets, blending of personnel systems, performance measurement, leadership, long-term finances, collective bargaining agreements, pension plan funding, contingencies, etc. If the cooperative effort up for analysis is simply a "shared service", only a few of these horizon issues will likely come into play, but if full consolidation is on the table, or envisioned in the future, there are few models to pull from for a road-map to comparison. Horizon issue analysis is complex and will require multiple disciplines to accomplish (management, actuary, legal, policy, etc.). Each possible case will require its own unique framework of analysis and examples are not readily available to make the task any easier.

How long will an inquiry like this take? Longer than most decision makers might be willing or expecting to devote to the exercise. Budget cycles don't wait for "good timing" or "a slow time", and public policy making is not an environment that favors "quick answers". A thoughtful course of study would likely take months, not weeks. A realistic approach that would allow for data gathering, stake-holder input and scenario planning for both Acute and Horizon Issues would likely take a minimum of 9-10 months if complications don't arise. The outline below traces a hypothetical study from the conceptual idea stage to the development of an implementation strategy.



As Victor Hugo is credited with saying, "Greater than the tread of mighty armies is an idea whose time has come." The Great Recession of 2007-2009 may indeed be the timeframe many look back upon as the tipping point when the idea of sharing resources, sharing services, joint ventures and consolidation saw its time come.

CIVIC LEADERSHIP ACADEMY WORKSHOPS



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

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

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

- ◆ Reaching Out: Public Information—May 13
- ◆ Managing Technology—June 3
- ◆ Teamwork and Team Building—June 24

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

Register Today!

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

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 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!

ILCMA SUMMER CONFERENCE

PRE-CONFERENCE



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

Presented by Craig Rapp, ICMA.

Topic: Lean Thinking and Government: An Oxymoron?

When: Wednesday, June 9

Where: Eagle Ridge Inn & Resort

Time: 1:00 – 4:30 p.m.

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

Lean Thinking and Government: An Oxymoron?

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

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

Objectives:

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

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

WEDNESDAY

TOP TEN REASONS TO ATTEND THE ILCMA SUMMER CONFERENCE

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

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

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

City/County Management in ILLINOIS

ILCMA SUMMER CONFERENCE

KEYNOTE SPEAKERS



Standing Still Is Not an Option: Why Organizations Need to Focus on Workplace Health and Well-Being

Presented by Linda Duxbury, Ph.D.

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

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

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

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

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

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

FRIDAY

Going Beyond Ethics: Nurturing Character-Based Government

Presented by Dr. Ray Benedetto & Steve Fallek

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



THURSDAY

SCHOLARSHIPS Now AVAILABLE TO ATTEND THE SUMMER CONFERENCE

The following scholarship opportunities are available for students to attend the ILCMA Summer Conference June 9 - 11, 2010 in Galena, IL. For more information on both scholarships please visit the ILCMA website at www.ilcma.org.

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 may be asked to share a hotel room or townhome. 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 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. Letters should be sent by May 21, 2010 to:

ILCMA Secretariat
Center for Governmental Studies
NIU
DeKalb, IL 60115
ATTN: Dawn Peters

For further information contact 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 may be asked to share a hotel room or townhome in order to provide an additional scholarship. The Foundation will be accepting applications until May 21, 2010. 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
Lincolnshire, IL 60069

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

ILCMA SUMMER CONFERENCE

JUNE 9-11



Register today!

http://registeruo.niu.edu/iebms/wbe/wbe_p1_main.aspx?oc=40&cc=WBE4010920

Important Reminder!

The Eagle Ridge room block
will be released May 10!

City/County Management in ILLINOIS

CALL FOR ILCMA COMMITTEE VOLUNTEERS

Have you wanted to get more involved with ILCMA, but just haven't gotten around to it? Well, now's your chance as the following 2010-2011 Committees need members:



ILCMA Conference Committee

Chair – Pres Elect - **Juliana Maller**, Park Ridge
Co-Chair – Vice President – **David Nord**, Cherry Valley

The Conference Committee shall plan and organize the summer and winter conferences. The Conference Committee shall be divided into two sub-committees in order to divide the labor of planning the conferences. The Committee make-up shall be as follows: two representatives from each affiliate (one to serve on the Summer Conference Sub-committee and one to serve on the Winter Conference Sub-committee) and a representative from the host cities for the summer and winter conference when appropriate. There should also be geographic representation on each of the Sub-committees.

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

Chair – **Juliana Maller**

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

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

Chair – **David Nord**

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

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.

Committee of Professional Conduct

Chair – **John Phillips**, Rock Island

The Committee on Professional Conduct is responsible for:

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

Membership Services Committee

Chair – **Maria Lasday**, Bannockburn

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

Promote the Profession Committee

Chair – **Phil Kiraly**, Northbrook

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

If you are interested in serving on any of the above committees please contact

Dawn S. Peters at dpeters@niu.edu or call her at 815-753-0923.



The ILCMA Professional Development Committee presents:

“Workers’ Compensation – Getting a Handle on the Costs”

Robert Ulrich, a partner in the Chicago law firm of Maciorowski, Sackmann & Ulrich, has provided numerous training programs on a variety of workers’ compensation topics and issues. In this program, Bob will tackle some of the issues that public sector employer scenarios can do to influence, manage and hopefully reduce workers’ compensation costs.

Date:	Wednesday, May 12, 2010
Time:	9 a.m. - Registration and Continental Breakfast 9:30 - 11:30 a.m. - Session
Location:	Harry Caray's, 70 Yorktown Center, Lombard, IL
Cost:	\$30 - Event only. \$50 - If also attending the IAMMA Award luncheon after the event.
RSVP:	Tami Bombich
By May 7:	815-753-5424; Fax: 815-753-2305
Registration:	tbombich@niu.edu

This event is followed by the IAMMA Awards Luncheon; networking at 11:30 am & lunch at noon. All attendees are invited to attend the IAMMA luncheon.

Please provide the following information in your e-mail or phone message to complete your registration or fax this form to 815-753-2305:

Name _____ Title _____

Name of Community/Agency _____

E-mail address _____

_____ Yes, I will attend the professional event on May 12, 2010 at a cost of \$30
(Please make check payable to **ILCMA**.)

OR

_____ Yes, I wish to attend the professional event and the IAMMA Awards Luncheon after at a cost of \$50
(Please make check payable to **ILCMA**.)

OR

_____ Yes, I will attend the IAMMA Awards Luncheon event on May 12, 2010 at a cost of \$25
(Please make check payable to **IAMMA**.)

***Cancellation Policy:** To receive a refund please cancel by May 7. Individuals who RSVP are required to issue payment upon check-in at the event. If payment is not received at the event, a \$5.00 invoicing fee will be added to the cost of the event. The \$5.00 invoicing fee will also be applied to those individuals who RSVP, but do not attend. To avoid being charged for an event and the \$5.00 processing fee, individuals who RSVP must cancel by the registration deadline. We will attempt to make accommodations for individuals who do not RSVP, however space is not guaranteed.

City/County Management in ILLINOIS



ANNUAL AWARDS LUNCHEON

Let's recognize those who soared to great heights this year! Also get an update on *Promoting the Profession*

When: May 12 at 11:30 AM

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

\$25.00 (Interns & MITs Free - pay at door)

\$5 discount if also attending ILCMA Professional Development: *Workers' Compensation – Getting a Handle on the Costs*

RSVP TO TAMI BOMBICH AT
TBOMBICH@NIU.EDU OR (815) 753-5424

Payment Policy: Individuals who RSVP are required to issue payment upon check-in at the event. If payment is not received at the event, a \$5.00 invoicing fee will be added to the cost of the event. The \$5.00 invoicing fee will also be applied to those individuals who RSVP, but do not attend. To avoid being charged for an event and the \$5.00 processing fee, individuals who RSVP must cancel by the registration deadline. We will attempt to make accommodations for individuals who do not RSVP, however space is not guaranteed.

**Metro Managers
Association
Annual Golf Outing
Wednesday, May 19, 2010**

Bloomingdale Golf Club
181 Glen Ellyn Road
Bloomingdale, IL 60108
(630) 529-3380



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)

Please Print:

Name: _____

Company: _____

Phone: _____

Email: _____ @ _____

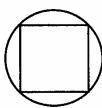
Others in foursome:

Name _____ Company _____ Phone _____ Email _____

Name _____ Company _____ Phone _____ Email _____

Name _____ Company _____ Phone _____ Email _____

*Metro
Managers*



Please send completed form and payment
by **May 10th** to: (make checks payable to Metro Managers)
Gerald Sagona
Village of Lake in the Hills
600 Harvest Gate
Lake in the Hills, IL 60156

City/County Management in ILLINOIS

2010 UIC E-GOVERNMENT WORKSHOP

Technology Solutions in a Time of Crisis

How can government agencies survive the current financial crisis?

Experts agree - an investment in technology is an effective way to reduce costs and increase efficiency. The University of Illinois at Chicago invites government managers, department heads and elected officials to attend the 2010 UIC e-Government Workshop on May 18 and learn how to accomplish more with fewer resources.

Participants at this year's workshop will hear popular speaker Phil Bertolini discuss how Oakland County, Michigan battled the recession through increased collaborations such as court and ticket administration and health inspections. Representatives from Dubuque, Iowa will explain how their city is partnering with IBM to use e-Government to become a Smart City. Speakers from Evanston, Illinois will present some of the e-Government tools they've implemented to increase citizen engagement. These are only a few highlights of this year's workshop. In addition, participants will be encouraged to share issues they are facing in an open discussion where speakers and fellow participants can provide practical solutions.

Members of the Illinois City/County Management Association are invited to attend, at a discount, the 2010 UIC e-Government Workshop. For additional information:

- Visit www.externaledu.uic.edu/egovernment
- Call (312) 355-0423
- E-mail externaledu@uic.edu

Hosted by the UIC Master of Public Administration program in partnership with several professional organizations. For information on UIC's top-ranked MPA program visit: <http://www.uic.edu/cuppa/pa/>

2010 UIC E-GOVERNMENT WORKSHOP

Technology Solutions in a Time of Crisis



**Experts agree: investing in technology
is an effective way to reduce costs
and increase efficiency.**

But what exactly does this mean? And how do we do it? Spend the day with us and learn how.

MAY 18, 2010 AT THE HILTON IN LISLE, IL

Cost is only \$99.* For more information, visit
www.externaledu.uic.edu/egovernment

* You may qualify for discounts



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The ILCMA Member Directory has been updated in a printable form. It is available in the members' only section of the ILCMA website www.ilcma.org. Please be sure that all of your contact information is correct in all sections. Member renewal information will be sent to the address that we have on file in early to mid-May. If changes need to be made to your information, please contact Tami Bombich at tbombich@niu.edu.

ALLIANCE FOR INNOVATION



National Spotlight on Illinois Jurisdictions

Two Illinois jurisdictions are among the select group presenting at the Alliance for Innovation's [Transforming Local Government Conference](#) (TLG), June 2-4. The conference is hosted by the Southern Nevada Cities of Henderson, Las Vegas, North Las Vegas, Pahrump and Counties of Clark and Nye.

Their commitment to provide exceptional service to citizens has resulted in the Villages of Bannockburn and Glenview being chosen to showcase their efforts during one of the most respected conferences in the country. TLG brings together hundreds of local government professionals from the US and Canada in every facet of public service. The theme of this year's conference is, "The Future of Service in Local Government."

The Village of Bannockburn wanted to encourage residents to keep their stormwater on their property. But first, the Village wanted to lead by example. They put into practice on Village property a variety of Best Management Practices to improve water quality and reduce the volume and rate of stormwater discharging off site. The results were success!

At the Village of Glenview, new Board priorities coupled with reduced opportunities for revenue growth, increasing personnel costs, and a challenging economic environment has prompted management to change the way it does business. In order to continue providing the services its residents expect, the Village has chosen to adopt a number of new guiding principles and best practices.

At the 2010 TLG Conference, you can expect to take back to your organization tangible examples of successful programs like Bannockburn's and Montgomery's mentioned here, innovative ideas that will make your organization stronger and better prepared to respond to these unprecedented times, and gain a better understanding of the many innovative programs being undertaken throughout local governments around the country and Canada and how those programs and initiatives transcend location and can be implemented in your city or county.

For more information on these presentations or the Transforming Local Government Conference, click on www.tlgconference.org. You can also contact Regan Gerlt, Central Regional Director for the Alliance for Innovation at rgerlt@transformgov.org or 866-778-8067.

JOB MART

Peoria County, Chief Financial Officer

Peoria County is seeking a Chief Financial Officer to lead our Finance Department. The CFO is responsible for Peoria County's financial affairs, to include central accounting and payroll, purchasing and procurement, debtmanagement and administration, annual budgeting, multi-year financial planning, revenue forecasting, and financial reporting.

The position reports to the County Administrator and has a staff of 7 FTEs. The position is part of the senior management team and allows for professional growth through continuing education opportunities, leadership mastery sessions, and ongoing interaction with an established group of peers. Opportunities for professional networking and community involvement are encouraged by the County Administrator.

Requirements for the CFO position include a Bachelor's Degree from an accredited college or university in Finance, Accounting, Business Administration, Public Administration, or a related field and 8 years of progressively responsible professional experience, five of which must have been in a senior management capacity. A Master's Degree is preferred. CPA or CMA certification is preferred.

Candidate must have knowledge of local government budgetary and financial management practices and general administrative practices and procedures. Analytical skills combined with an ability to communicate the economic state of the county and its departments is critical. Candidate must also have a thorough working knowledge of word processing, spreadsheets, graphics, database, and other personal computer packages.

For a complete list of qualifications, please visit Peoria County's job applicant center at www.peoriacounty.org. The closing date is 5/20/2010.

Job Mart continued on page 16



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

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

1. ILCMA Conference Scholarship Program

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

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

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

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

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

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

Contact us at customerservices@icma.org if you have questions.

Sincerely,
Ross

Ross Hoff
Director, ICMA Annual Conference



Management Analyst – Wilmette Police Department

The Village of Wilmette has an opening for the position of Management Analyst at the Wilmette Police Department.

General Responsibilities: Position works under the general direction of the Police Chief and the Deputy Police Chief. The Management Analyst is responsible for the administrative support and management analysis of the various operations and activities in the Police Department. Specifically, the Management Analyst is responsible for maintaining the CALEA (Commission on Accreditation for Law Enforcement Agencies) certification, conducting research, collecting data, compiling and interpreting statistics, making recommendations for programs and procedures within the Police Department, and providing staff support for the Board of Fire and Police Commissions

Position Requirements: Successful applicant will possess a four year college degree or two years of college with previous administrative experience within a law enforcement agency. Prior management experience preferred.

Qualified individuals will include those with related general management experience in the areas noted above, and a commitment to public service. Successful applicant should be comfortable working in a team environment with excellent organizational, analytical, and writing skills.

Starting Salary Range: The starting salary range is \$56,267-\$61,681 with an excellent benefits package. Appointment salary is dependent on qualifications.

Selection Process: Interested candidates should submit a cover letter, resume and a writing sample by Friday, May 14, 2010 to Village Manager's Office, Attn: Human Resources, 1200 Wilmette Ave., Wilmette, IL 60091. Position will be open until filled. Questions can be addressed to Kathleen Gargano, Assistant Village Manager, at (847)853-7602 or garganok@wilmette.com; Brian King, Police Chief at (847) 853-7552 or kingb@wilmette.com.

The Village of Wilmette is an EOE employer

City/County Management in ILLINOIS

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

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

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

Managers in Transition who agreed to publicize their information:

Richard Saks	gandalfforever@comcast.net	708-839-0076
Craig Whitehead	dcwmgr22@aol.com	309-589-0385
Mark Masciola	Mcmmln@aol.com	630-837-6594
Sheryl Puracchio	spuracchio@gmail.com	815-931-8672
Aimee Ingalls	ingalls345@comcast.net	815-592-6090
Phil Modaff	modaff40@comcast.net	630-493-0359
Austin Edmondson	aedmondson4@adelphia.net	815-878-9845
Robin Weaver	rweaver333@hotmail.com	630-835-6417
Jill Velan	jillvelan@yahoo.com	847-489-5854
Ed Bailey	Bailey2573@sbcglobal.net	312-738-1348
Eric Wiederhold	ericwiederhold@yahoo.com	708-960-4025
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Job Mart continued on page 18

City/County Management in ILLINOIS



IML MANAGERS MONTHLY COLUMN

State-Shared Income Tax: Local Government Leaders Must Step Up or Be Stepped On

By: Joe McCoy, Senior Legislative Advocate, Illinois Municipal League and Russ Loebe, Village Manager, Village of New Lenox

Protecting and preserving local government revenue is a critical priority during the 2010 Legislative Session. Municipal and county officials must act together to communicate the need for the state to leave important state-shared revenue wholly intact.

Governor Quinn is proposing that municipal and county governments give up 30 percent (\$300 million) of their state-shared income tax revenue from the Local Government Distributive Fund (LGDF) to help the state address a budget deficit that was several years in the making.

Under current law, 10 percent of income taxes come back to the municipality or county from which they were paid. The other 90 percent goes to the state. The 10 percent that is sent to municipalities and counties has a tangible effect on these governments and their residents. This money is spent to support important personnel and services that are seen by residents every single day. \$300 million used across all of our municipalities is much more effective than \$300 million thrown into the state budget. Governor Quinn wants to take this money from local governments and give it to the state to help pay down an enormous budget deficit.

In order to determine what the total estimated monetary loss for your municipality or county will be, multiply your population by \$23.10. In a city with a population of 20,000 this cut will amount to an estimated loss of \$462,000; a city with a population of 100,000 will lose an estimated \$2,310,000. This cut will take place at a time when many local governments are formulating their budgets for the next fiscal year. Most local government's fiscal year begins on May 1 so they will not have sufficient time to reallocate funds that would be lost under this proposal. This will result in more forced furlough days for local government employees, layoffs of police and firefighters, and an inability to provide basic services in our communities.

The General Assembly will soon seek solutions to fill a FY2011 budget deficit estimated at \$12-13 billion. The need for "sacrifice" will be heard from public policy think tanks, newspaper editorial pages, and some state officials. The revenues shared by the state with local governments may become an example of where this "sacrifice" should occur.

To counter these demands, local government officials must be willing to devote the time necessary to clearly explain the importance of state-shared revenue to their everyday operations. Local government management teams should begin compiling the data necessary to illustrate just how detrimental a 30 percent reduction in LGDF revenue would be to their ability to provide important services and meet existing financial obligations such as public safety, pensions, streets, and sanitation.

Once this data is compiled, local governments must approach their state legislators to convey the harmful impact of the proposed 30 percent cut in state-shared LGDF revenue. This information also needs to be shared with newspaper editorial boards, particularly those that have editorialized on the need for municipal governments to "sacrifice" in order to assist the state out of its present financial quandary. Another way of conveying the impact of the proposed cuts to LGDF revenue is to have an open discussion of the consequences during a municipal or county board meeting. Many of these meetings are covered by the local media and perhaps even televised on a local public access cable channel.

It remains uncertain whether the Governor will secure legislative support for taking state-shared revenue away from local governments in order to reduce the state's budget deficit. The chances of this happening will increase tremendously if local government management teams remain on the sidelines of the debate.

The time to act is now! For an "action packet" on LGDF, please visit the following web page: <http://www.iml.org/page.cfm?key=4234>.

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.



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Village of Berkeley, Accountant

The Village of Berkeley, Illinois (4,913) is currently accepting applications to fill a newly created full-time Accountant position. Under the general supervision of the Village Administrator, the Accountant is responsible for maintaining the general ledger, generating financial reports, reconciling cash and investments, performing accounts payable, and coordinating the annual audit. The successful candidate will possess strong analytical and technical skills and have the ability to communicate effectively both orally and in writing.

Position requires a Bachelor's degree in Accounting, Finance, or related field and a minimum of 3 years municipal accounting experience. CPA preferred.

Starting salary \$45,000 - \$55,000 DOQ plus benefits.

Submit cover letter and resume along with completed application by May 17, 2010 to: Jennifer Johnsen, Village Administrator, Village of Berkeley, 5819 Electric Avenue, Berkeley, Illinois 60163

A copy of the job description and an employment application can be found at www.berkeley.il.us. EOE.

Village of Libertyville, Police Chief

The Village of Libertyville (population 20,742) is seeking a progressive individual to manage the operations of a Police Department comprised of 54 employees (39 sworn) and an annual budget of \$7.7 million. The selected candidate will have excellent interpersonal and communication skills, a participatory management style, and a customer service orientation. Candidates should have a Bachelor's Degree (Master's Degree preferred) in criminal justice, public or business administration, or related field, and a minimum of ten years of progressively responsible experience in law enforcement, including experience as a police chief or command officer. Salary range of \$95,608 to \$143,414 (starting salary will depend on qualifications) and a comprehensive benefits package. Send letter of application and resume to the Village Administrator, 118 W. Cook Ave., Libertyville, Illinois 60048. Application deadline is May 14, 2010. Position description and recruitment profile are available on the Village website at www.libertyville.com. Equal Opportunity Employer

Job Mart continued on page 19

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The Bridge To Your Community

JOB MART

Public Works Director, East Dundee, IL

The Village of East Dundee (pop. 3,000), a progressive community located in northeast Kane County, is seeking qualified applicants for the position of Public Works Director. This is a full time, salaried position, and involves supervision of 9-12 employees. Starting Salary: \$65,000 to \$75,000 DOQ

The Public Works Director is responsible for the administration of the Village's Public Works Department, including water and sanitary utility systems, storm sewers and swales, as well as street maintenance and snow removal. Duties include implementation of Village's Capital Improvement Program, general administration, procurement and budget responsibilities.

Minimum qualifications include a Bachelor's Degree in civil engineering or public administration, and five years municipal supervisory experience. Requires knowledge and comprehension of municipal public works operations, and state and federal regulations applicable thereto; knowledge, comprehension and experience with sanitary sewer collection and treatment, water treatment and distribution, and GIS systems. Individual needs to have excellent communication skills, and the ability to work well with others, and promote team environments.

Applications shall be submitted to Frank Koehler, Village Administrator, 120 Barrington Avenue, East Dundee, Illinois 60118 no later than Friday, May 28, 2010. The Village of East Dundee is an equal opportunity employer.

Waupun, WI, City Administrator

Waupun, WI (pop 11,000) is a progressive community known as "The City of Sculpture" located within 60 minutes of 60% of Wisconsin's population. Mayor and six non-partisan council members. \$6.8M total budget; 44 FT, 44 PT employees. Salary \$75K to \$90K plus benefits, DOQ. One Administrator since 2002.

Bachelor's, prefer master's in public administration/related and five years progressive municipal administration experience. Desire a strong background in budgeting/finance, economic development, community relations skills, and a verifiable record of past accomplishments. High level of integrity, a team builder in addressing community problems, a commitment to public service with a history of stable tenures. For profile and position description visit community website at www.cityofwaupun.org. 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 14, 2010. Confidentiality must be requested by applicant and cannot be guaranteed for finalists.

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PLANNING DESIGN DEVELOPMENT

Job Mart continued on page 20

City/County Management in ILLINOIS

Lake County, Research Analyst

Lake County, Illinois is a financially stable, professionally managed, AAA rated County located in North East Illinois. The Budget Division of the Finance and Administrative Services Departments seeks an experienced Research/Budget Analyst. In addition to assisting in the development and monitoring of various departmental budgets, this position will work with departments and the County Administrator's office to conduct research and studies to improve the efficiency and effectiveness of policies, practices, methods and procedures.

Of particular importance, Lake County in seeking applicants with relevant experience to assist in a significant way with the on-going implementation and improvement of the County's performance measurement system. This position will play a critical role in shaping the way the County uses performance data to drive the financial decision making process. The successful candidate will participate in decision making regarding research, feasibility of performance measurement and the implementation of an improved performance measurement system. This work will play a critical role in the financial decisions of the County.

Research Analyst (Salary \$49,057 – 59,920)

The County is looking to fill this position either at the entry or senior level. For the entry level position good knowledge of the principles and practices of public administration is required. Good knowledge of public finance and budget procedures, and the laws, ordinances and regulations effecting County government. Good knowledge of the structure, services and positions of County government and performance measurement standards. This position requires a working knowledge of organizational performance measurement systems and trend analysis, and an ability to plan and organize complex research studies. Experience with grants administration is desirable. Ability to communicate successfully with department heads, County Board members and the general public is also required. The position requires the ability to present clear and concise verbal and written communications, and good computer skills with spreadsheets and databases.

Senior Research Analyst (Salary \$58,956 - \$72,497)

The senior level for this position requires a higher level of knowledge of the skills and qualifications of the Research Analyst position. The senior level also requires advanced abilities in regards to planning and organizing, and meeting successfully with stakeholders. Advanced abilities are also required regarding clear and concise communications, financial and budgetary analysis and computer skills.

Special Skills/Qualifications/Suggested Training and Experience

For either position completion of a baccalaureate degree program from a college or university or recognized standing with course within public or business administration is required. A master's degree is strongly preferred for either position. For the Research Analyst level a minimum of one year experience in budget preparation, analysis and administration, including conducting management or related research studies. For the Senior Research Analyst level a minimum of 3 years

of experience is required in the same areas. For either position experience with a comprehensive performance management system that identifies opportunities to improve and communicate organizational performance, preferably in local government is preferred.

Lake County government offers a competitive salary and benefit package, and is committed to being an employer of choice. Apply on-line at <http://www.lakecountyil.gov/HR/careercenter/JobApplication.htm>. Be sure to identify whether you are applying for the entry or senior level position in your cover letter. Reasonable accommodations will be made for individuals with disabilities. Due to the expected volume of applications, we hope you will understand that we will respond only to those who will be interviewed.

Applications will be accepted until positions are filled.

Job Mart continued on page 21



Marc R. Poulos
Executive Director

Phone: 815.254.FFFC
Cell: 815.600.1682
Fax: 815.254.3525
Email: mpoulos@iiffc.org

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City/County Management in ILLINOIS

JOB MART

General Manager, Bloomington-Normal Public Transit System

Total population of the Twin Cities of Bloomington-Normal is 125,000 and growing. The Twin Cities offer a unique combination of a family oriented Midwestern community with the metropolitan sophistication typically found in much larger urban areas. Illinois State University, a public university, and Illinois Wesleyan, a private university, are both located in the Twin Cities. The communities have a very broad business base anchored by the 15,500 employees of State Farm Insurance. This combination of a diverse business and residential base shapes the Bloomington-Normal quality of life along with the many cultural, sports, outdoor, shopping and historical attractions of the Twin Cities.

Transportation is important to the area with the fourth busiest Amtrak station in the Midwest boarding more than 200,000 annually, one of the country's fastest growing regional airports, bus and para-transit service, a 30 mile network of bike and pedestrian trails and a special bus service for the Illinois State University campus. The 2010 Strategic Plan goal is to make public transit a "first option" in Bloomington-Normal.

The Bloomington-Normal Public Transit System is governed by a five member Board of Trustees appointed by each community's Mayor and City Council. The General Manager is selected by and reports directly to the Board. The General Manager is responsible for budget preparation and administration, which includes the FY 2010-11 adopted operating budget of \$8.2 million, 32 fixed route buses, 8 para-transit vehicles, 88 full time employees. One very positive challenge for the new General Manager is a seamless

transition and move to the new \$8.3 million public transit facility, which is under construction to be completed in the fall of 2010.

The successful candidate must be a dynamic leader who is creative, energetic, tech savvy and a collaborative team builder with a thorough knowledge and understanding of local transit principles along with a thorough understanding of the relationships between Federal, State and municipal governments with respect to transportation policy and funding.

Candidate should possess the following credentials: Bachelor's Degree in Business /Public Administration or Transportation Administration with a Master's Degree in Public Administration or Transportation Administration preferred; at least seven years administrative or managerial experience working in public transit; excellent oral and written communications skills and strong managerial experience. The salary range is from \$100,000 to \$120,000 depending on qualifications. An attractive benefits package is included along with reasonable relocation expenses.

Send cover letter and resume, hard copy and email, by May 24, 2010 to: Gary Goddard, Senior Vice President, The Mercer Group, Inc., 85 South Seminary Street, Suite #3, Galesburg, Illinois 61401; garygoddard@usa.net; phone 309.368.0378 or check www.mercergroupinc.com for more information.

The Bloomington-Normal Public Transit System is an Equal Opportunity Employer

Job Mart continued on page 24

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Building Inspector - East Dundee, IL

The Village of East Dundee (pop. 3,000), a progressive community located in northeast Kane County, is seeking qualified applicants for the position of Building Inspector. This is a part time position.

The Building Inspector is responsible for the enforcement of the ICC Building Codes and regulations, including Building, Electrical, One and Two Family, Existing Structures, and the Property Maintenance Codes. The Building Inspector also assists in the implementation of the zoning ordinance, reviews plans and specifications for new construction, remodeling and redevelopment, and performs on-site inspections as required.

Minimum qualifications include graduation from an accredited high school or GED equivalent, four or more years of experience in general construction and related fields; and two or more years of inspection experience, a valid state driver's license or ability to obtain one by start of employment; ICC Certified Building Official designation, or ICC Certifications for Commercial Building and Residential Building Inspector preferred, with ability to obtain within first year of employment

Applications shall be submitted to Frank Koehler, Village Administrator, 120 Barrington Avenue, East Dundee, Illinois 60118 no later than Friday, May 21, 2010. The Village of East Dundee is an equal opportunity employer.

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