

City/County Management IN ILLINOIS

Volume 10 No. 4

Strengthening the quality
of local governance through
professional management

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In this issue

- President's Column 2
- Who's Who 3
- Welcome New Members 3
- ILCMA Website 3
- Corporate Partner Spotlight 4
- IML Managers Monthly Column 7
- IAMMA Luncheon 9
- Topic of Ethics 10
- Only Our Name Has Changed 11
- Legacy Project 12
- Managers in Transition 14
- Professional Dev. Committee 17
- Metro Managers Lunch 18
- Job Mart 19



Calendar of Events

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

November 5
**Legacy Project Brown Bag
Luncheon**
Arlington Heights Village Hall

November 7
SWICMA Luncheon

November 12
IAMMA Luncheon

December 3
**Legacy Project Brown Bag
Luncheon**
Woodridge Village Hall,
Woodridge

December 10
**IAMMA/Metro Holiday
Luncheon**
Angel Tree Program
Harry Caray's, Lombard

January 15, 2015
**ILCMA Professional
Development**
Harry Caray's, Lombard

January 15, 2015
Metro Manager Luncheon
Harry Caray's, Lombard

January 30, 2015
**CGS/ILCMA Financial
Forecast Forum**
NIU Naperville

February 25 – 27, 2015
ILCMA Winter Conference
Normal, IL



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President's Column

Promote the Profession Committee

By Andrianna Peterson, Chair

Assistant Village Manager, Village of La Grange

For local government managers, the idea of “promoting” ourselves and our profession rarely crosses our mind as we appropriately focus on furthering the goals and objectives of the village or county board, helping a resident with a concern, or working with our management team to find a solution to a unique issue.

In reality however, with each of these professional and thoughtful interactions that occur throughout our regular day, we are in a real sense “promoting” the value of our profession, without self-promoting. Our service to the elected official, resident, or employee results in a positive image for us as professional managers and by extension, to the profession.

However, communicating that value to the public at large is not necessarily linked to just doing our jobs well. Macro perceptions of government can shape the public’s opinion and image of local government employees, impacting decision making and resident sentiment at the micro level. Whether the opinions or issues are localized or regional; positive or negative; there may be greater opportunities for ILCMA to communicate on behalf of the profession, both proactively and reactively.

For over a year, the Promote the Profession (PTP) Committee has been studying this issue. The study included a membership communications survey in late 2013 in order to gauge member satisfaction with the organization’s internal and external communications efforts.

While the study touched on a range of questions related to ILCMA’s internal communications with members, it also asked members to rate external communications such as how the media portrays the profession (46% say “satisfactory”, 39% say “poorly”).

Notably, sixty-one percent (61%) of members are interested in ILCMA becoming more engaged with the news media. Topics that members would like the news media to greater recognize revolve primarily around the professionalism, value, and ethics a professional manager brings to a community. Ten percent (10%) of members are not interested in engaging the media and almost thirty percent (29%) do not have an opinion.

To help navigate member sentiment on this issue in a thoughtful manner, ILCMA hired Serafin and Associates to study ILCMA’s internal and external communications and develop a guide to an integrated communications strategy. The report (**[click here to read](#)**) includes input received from the member survey as well as a SWOT analysis conducted by ILCMA members prior to its finalization.

The ILCMA Board is considering how the action items included in the report could be integrated into the priorities identified for ILCMA for the next three years as a result of its strategic planning session held this past summer. Your feedback regarding the information contained in the report is welcomed as the ILCMA Board considers how to best implement the information contained in the report for the benefit of the membership at large.

As the demands for immediate communications continue to grow, particularly in the context of the changing landscape of the media industry, the survey also touched upon the effective and efficient use of electronic communications like the website and use of social media. ILCMA’s younger members are a strong resource as we continue to partner with IAMMA on Next Generation initiatives. These include assisting the organization in providing nimble and effective opportunities to communicate with each other and the public at large, both now and in the future.

Dawn Peters, Julia Cedillo, and the dedicated members of the Promote the Profession Committee are commended for their work this past year to advance this vital initiative. Continued input and feedback from the membership as the report’s recommendations are operationalized will be essential to the successful implementation of new or improved ILCMA communications strategies.



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Who's Who Directory Update

James Morani, formerly the village administrator in New Baden, has been appointed as the new city administrator in Columbia. His new contact information is:

James Morani, ICMA-CM
City Administrator
City of Columbia
208 S. Rapp Ave.
P.O. Box 467
Columbia, IL 62236
Phone: 618.281.7144 x122
Fax: 618.281.2980
Email: jmorani@columbiaillinois.com

Please note that the new Village Manager in Oak Brook is **Riccardo Ginex**. ILCMA mistakenly put Richard in the October Who's Who.

Keith Sbiral has been appointed as Brookfield's new village manager. He has been the assistant village manager for the last nine years.



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Welcome New Members!

Douglas Beckman, Village of Thornton,
Village Administrator
Brad Snider, Student
Brent Troxell, Village of Glenview, Management Analyst



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What Can I Find on the ILCMA Website?

Directory of members
Current job postings and position openings
A calendar of ILCMA events
Sample ordinance creating the administrator position
Handouts from previous conference and professional development presentations
Senior Advisor information
ILCMA By-laws
Mentorship program information
ILCMA publications including:

- ILCMA Newsletter
- "Guide to the Recruitment and Selection of a Chief Administrative Officer"
- "Guide for Members in Transition"

Members only section – download documents section includes:

- model employment agreements
- membership surveys
- tips for the interim manager
- signs of trouble and steps to take for the manager/administrator

and much, much more!

VISIT www.ilcma.org



Corporate Partner Spotlight

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

Evaluating Alternative Delivery Options

By: Russ Loebe ICMA-CM, Vice President, HR Green, Inc.

Delivering municipal services in today's economic environment is challenging, to say the least. Building permit applications are up more than 5 percent over this time last year and housing starts are up 8 percent, according to the U.S. Census. Municipal staffing levels, reduced during the recession, are not increasing as economic uncertainty is holding back staff additions.

In Illinois, Ohio, and Michigan, local agencies are paying roughly one-third more than they paid last year for road salt as they prepare for winter. When spring approaches, potholes will need to be filled, but no one knows now how many or at what cost.

With a reduction in financial resources, and the desire to maintain appropriate service levels, public agencies are being forced to search for more effective and efficient methods of service delivery. A good starting point is an evaluation of traditional service delivery methods and Alternate Service Delivery (ASD) models.

ASD models provide the similar services to your constituents through alternative means. This may be through Interlocal Agreements, Managed Competition, Consolidation or Public-Private Partnerships, and Contracting or Outsourcing. There are unique aspects to each of these models and each requires evaluation for a given application. One of the first steps in evaluating ASD is to determine which services are the best candidates for a given approach. Here again, a careful evaluation of factors such as appropriateness of service level, internal resource bench strength, true costs of services, organizational and political culture require thorough scrutiny. A good resource to help in this evaluation is the recently published book, *A Handbook of Alternative Service Delivery for Local Government*, ICMA Press. The book is a collaborative work of professors at the Northern Illinois University MPA program, The Center for Governmental Studies NIU. The project was completed in partnership with HR Green, Inc.

Let's take a look at the various types of ASD models

Interlocal Agreements (ILA) - are a commonly used method of ASD. An ILA is an organized relationship (agreement) that allows two or more governments, as units, to jointly plan, finance, and deliver a public service to residents. An ILA specifies the division of labor and mutual responsibilities and other details. For instance, a municipality could



approach a larger neighbor or band together with several other communities to provide a municipal service. Services such as public safety dispatch building services, public works street sweeping, crack filling, etc., are just a few common examples. In addition, providing equal services, equitable cost allocations, political tensions, and differences in experience and training levels between local departments are identified challenges.

Managed Competition - looks to inject competition into the private sector to find the most cost-efficient way to deliver services. During this process, a service is put out for "bid" with both municipal and private organizations submitting competitive bids. This type of ASD requires the time and effort properly researched and specifies the bid for services while an appropriate independent evaluation process must be used to evaluate bids. Managed Competition creates a competitive environment in which municipal departments may find cost savings they may not have looked for in the past. In the case of Public Works and Building Departments, the competition can be a spur to force critical looks at staffing and processes. Cost savings and improved efficiency has been seen in municipalities that have used this technique even when their own departments have ultimately been chosen to perform the work.

Service Consolidation - uses agreements between governments or divisions to merge existing departments into one unit. Often used with police and fire departments, this type of ASD may result in reduced expenditures through facility and equipment consolidation and potential personnel reductions while still retaining service quality. Some studies have shown that public pressure can drive high service level expectations, presenting challenges to service consolidation efforts. In Illinois, there have

continued on page 8

Corporate Partner Spotlight

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iFiber Network Enhances WinGIS Public Services, Productivity

By: Kathy Siebrasse, NIU iFiber Public Relations Director

Public services like 9-1-1 integration, address management and economic development are just some of the ways iFiber's high-speed broadband network is helping to map the future of Rockford and the greater Winnebago County region.

Members of the Winnebago County Geographic Information System—or WinGIS—say they are seeing the benefits of the iFiber Network that went online in 2013.

"We've seen an increase in overall productivity now that we are running over a Gigabit connection. We've also noticed a drastic improvement in internal communications and network connectivity, and our Internet speeds have increased exponentially," said Tara Whippo, Rockford's GIS Coordinator.

Illinois Fiber Resources Group (iFiber) is a collaboration of representatives from Northern Illinois University (NIU), LaSalle County, North Central Illinois Council of Governments, the City of Rockford, Boone County, and Blackhawk Hills Regional Council. In September 2010, NIU as the fiscal agent received a \$68.5 million NTIA Broadband Technology Opportunity Program grant to deploy an almost 900-mile network across the northwest Illinois region. The grant portion of the project was completed in December 2013.

WinGIS is a consortium formed in February 2000, after local agencies recognized a strong need for a true county-wide GIS.

"Of 11 original organizations participating in the needs assessment, eight established a cooperative intergovernmental framework to coordinate, create, staff, fund, and maintain a comprehensive GIS," said Burnie Turner, WinGIS director.

The WinGIS consortium agency consists of: Winnebago County, City of Rockford, City of Loves Park, Village of Machesney Park, Village of Cherry Valley, Rockford Park District, North Park Public Water District, and Rock River Water Reclamation District. Supporting members are Rockford's Metropolitan Agency for Planning, Village of Rockton, Village of Roscoe, City of South Beloit and Stephenson County.



Michael Montana (GIS Engineering Technician, seated) and Justin Emerson (Senior Project Manager, Public Works Department) using ArcGIS with direct data connections to WinGIS's GIS Server.



Tara Whippo (GIS Coordinator) and Michael Montana (GIS Engineering Technician). Since iFiber cutover, users began experiencing faster performance speeds in ArcGIS and other web mapping applications.

"Before iFiber, slower connection speeds could lead to delays in accessing GIS data stored on the WinGIS ArcGIS servers, but now it is almost as if we are connecting to data stored locally. One user told me their network GIS software performance was 'microwave-fast' after the switch to iFiber; amazing," said Whippo.

"Although the overall iFiber effort has been very successful, I am looking forward to the amount of collaboration and improved relations that will be realized by all participating WinGIS agencies as a result of the iFiber initiative."

continued on page 13

Corporate Partner Spotlight

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Maximizing Energy Efficiency with Performance Contracting **How McHenry County Balanced Growth with Energy Efficiency**

By Danielle Melone, Siemens

McHenry County is one of the ten largest counties in Illinois, and today the government operates from 19 buildings—totaling more than 700,000 square feet—in Woodstock. Over the years, the County's building portfolio had grown but the facilities budget had not, creating a host of aging infrastructure concerns ranging from outdated systems to inefficient equipment.

The County also needed to reduce its budget allocation for utilities; in 2006, approximately 50% of the budget was dedicated to energy expenditures. The County wanted to dramatically reduce this expenditure by increasing energy efficiency and optimizing the performance of building systems. As one of 28 departments competing for limited capital funds, the Facilities Management team and the County's Purchasing Department were interested in a low-risk financing vehicle that could expedite the projects.

Addressing these concerns would not only allow McHenry County to create a better work environment for its 1,300 employees, it would also demonstrate its commitment to sustainability and environmental objectives. Siemens Industry, Inc., and McHenry County have partnered on a ten-year energy savings performance contract to address these and other County concerns.

Understanding Performance Contracting

Performance contracting offers a unique opportunity to achieve business, energy, and sustainability goals without having an impact on capital budgets. Rather than using a traditional "low-bid" procurement methodology, performance contracting is a value-based procurement process focusing on lowest life-cycle cost, which allows the implementation of various facility improvement measures (FIMs) that reduce utility consumption and operational expenses. When those savings are translated from energy units (kWh, etc.) into dollars, they should meet or exceed the cost of the project; in effect, the project pays for itself over time.

By partnering with an energy services company (ESCO) on a performance contract, McHenry County would be able to pay for its building systems and facilities to be updated, retrofitted, replaced, or recommissioned via low-cost

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financing with energy savings generated over a decade. After a competitive request for proposal (RFP) process, McHenry County selected Siemens as its ESCO in 2006.

Implementing Improvement Measures in Three Phases

Although McHenry County had targeted two key energy efficiency projects, Siemens engineers performed an audit that identified additional energy conservation measures (ECMs) and their resulting guaranteed savings. Ultimately, McHenry County proceeded to implement a wide variety of ECMs under a three-phase, ten-year performance contract.

For Phase 1, Siemens replaced the County's inefficient single-pass boilers located in one building and cross-connected them with new high-efficiency boilers in a second building. Connecting these two separate boiler rooms was described as an "engineering feat" by the County. The results of this effort will create more than \$324,000 in cost savings over the ten-year performance contract.

Siemens replaced inefficient T12 light fixtures with higher-efficiency T8 lamps in several County facilities for Phase 2. This improvement is generating approximately \$20,000 in annual savings for McHenry County.

Sixteen different ECMs made up phase 3, including additional lighting system upgrades. To slash the electricity costs associated with artificial lighting, Siemens completed daylighting projects and installed occupancy sensors at several County facilities. Parking lots and garages, as well as building exteriors, also benefitted from lighting retrofits, which included upgrades to long-lasting, highly

continued on page 13

IML Managers Monthly Column

Ensuring a Return on Professional Development

By Mary McKittrick, IML Managers Committee, City Administrator, Geneva



Educate. Advocate. Empower.

Having recently attended the annual International City/County Management Association conference in North Carolina, the issue of public money spent on such out of state, overnight, professional development events is always a topic of discussion, or should at least be on our radar, in order to be prepared to justify the decision to participate, should one be questioned about it.

Professional public managers understand and appreciate the short- and long-term benefits of continuing professional development. Our professional associations encourage participation in ongoing training and credentialing. Our peers willingly share knowledge learned from educational sessions at conferences and other symposia because we believe that it will be helpful in serving our respective publics. Generally, enhancing one's skills and abilities is a commendable endeavor and a necessary investment in one's career in order to give the best service that we can give.

However, from "life outside the fishbowl", it can be viewed as an extravagance; an excuse to have fun on the taxpayers' dime or taxpayer monies spent with no visible return on investment.

Because of the expectations of the public and the nature of our public positions, we have an obligation to go above and beyond when choosing alternatives in the world of learning and the format in which they are delivered. In anticipation of being suspect about spending public dollars on continuing education and specialized training, professional managers should first carefully weigh the cost of attending out of state annual conferences with the benefit to the community derived from the event. Questions should be asked include, "Am I able to obtain the educational materials in a different format, such as utilizing webinars, rather than attending in person?", or "Are the educational materials relevant to my organization whereby the information acquired can be realistically applied?", or "How do I ensure my elected officials and citizens that money spent on this conference will have a positive effect and is beneficial to our organization and our community?".

Typically, most training and educational development opportunities offered by public administration professional organizations, such as the International City/County

Management Association or our state affiliation, the Illinois City/County Management Association, function as investments by bringing innovative ideas and best practices to an organization that might not otherwise be introduced. Those professional administrators who choose to continue skill building demonstrate their commitment to improving their proficiency, which can be seen as a key strength in a leader. Continued professional development can also serve as a model for staff, sending a message that sharpening skills and abilities is valued in the organization.

Besides the obvious learning benefits, advantages of attending professional development events can include the indiscernible benefit of networking with colleagues in the same profession. Meeting new (and reconnecting with "old") contacts in our "industry" and sharing "war stories" not only provides a connection to peers who may help keep us from "reinventing" the wheel, they also serve as sounding boards when we have questions or new ideas and want to test the waters before presenting them to our staff or elected officials. As most administrators and managers already know, what you are discussing or working on has probably already been dealt with in a neighboring community and asking for insight, research, or simply model ordinances saves time and money for your organization and community in the long run. Another advantage could be new products, services, or information available in our profession that one might not be exposed to except for being introduced to it at a professional development event. Finally, organizations and the professions that serve them continually adapt to a changing environment. If you don't develop alongside it, you will be left behind and you as a professional and your organization, will be at a disadvantage.

Acknowledging these realities can be a solid beginning in establishing an organizational policy that encourages, while at the same time, justifies the investments made in continuing education and training. First, ensure that professional development events are worthy of the resources spent on them. Make sure that the material being delivered has "take-aways" that can be applied specifically to your organization and that the absence of the staff

continued on page 15

Evaluating Alternative, continued

been legislative efforts to thwart or diminish public safety consolidation efforts. This makes public and political support for these types of arrangements even more challenging.

Public-Private Partnerships - also known as P3s, is a method to introduce competition and market forces to the delivery of public services. The complexity of these arrangements can be daunting and the success of such arrangements is often tied to a specific long-range goal. P3s are often used for major capital infrastructure where risk is distributed to all parties to the agreement.

Contracting or Outsourcing - is one of the most common ASD methods and is primarily motivated by fiscal stress or the need for unique service expertise. The benefits include access to external resources and expertise, as well as flexibility for staffing and hiring. Changing from a fixed base model to a variable cost model is one way this approach can generate efficiencies and savings. For example, a full complement of full-time staff may not be needed when building permit requests drop during winter months or an unseasonably warm winter occurs requiring less de-icing and snow plowing services. Note: The consideration of ASD for building department services is especially timely now that development activity is beginning to increase while many local governments are operating at staffing levels reflective of the diminished activity during the great recession. Some services readily lend themselves to scalable "as needed" models. If code enforcement and inspections are needed, an experienced inspector can be on call but only billed for work performed rather than being on staff. Likewise, services such as roadway lighting repairs, IT services, and even pothole patching can also lend themselves to these types of service solutions.

There are many factors to consider when evaluating which services are most appropriate for ASD options for your community, including:

- What services should be considered for ASD and how do I evaluate?
- How do I get started and is the timing right?
- How do I maintain control and measure success?
- Is there a driver for the change and is there the support to make changes?

Before embarking on ASD options, early planning is essential. While economies of scale can be found, and efficiencies of manpower and equipment utilization are commonly a direct reduction in costs but it is not a guarantee in all ASD programs. However, no one can dispute the goal of improved efficiencies and effectiveness in providing municipal services. There are many helpful examples of real world local government Alternative Service Delivery programs to review. In California, for instance, there are dozens of contract cities that provide many of their services

through ASD models and their efficiencies and cost savings, as well as their challenges, are well documented. We also have a host of local governments in Illinois that have embraced some form of ASD in providing services to their constituents. Many of these Illinois programs have been included in the recently published *ILCMA Handbook of Alternative Service Delivery*.

As local government leaders, we are challenged every day to deliver quality municipal services while at the same time remaining vigilant stewards of the taxpayer assets. Alternative Service Delivery models are yet another tool for consideration in providing the best services possible for our communities.



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IAMMA November Luncheon **Wednesday, November 12, 2014**

Location:

Landmark Inn
1352 Shermer Rd, Northbrook, IL 60062

Time:

Networking 11:30 a.m. Lunch and speakers concluding by 1 p.m.

Cost: \$20.00 (cash or check) for lunch
Checks can be made payable to IAMMA.

Please RSVP for luncheon by Friday, Nov. 7

Topic: Police and the Profession: How Public Safety Service Provision Continues to Change

Please join us for networking and presentations featuring:

- Mr. George Graves, Resource Management Associates—*Building Positive Relationships with Your Police Leadership*
 - Sergeant James Bisciglie, City of Elgin - *A Case Study: Advancements and Implementation of Law Enforcement Technologies*

Lunch fee covers sandwich or vegetarian option, side, beverage, and a desert.
Please advise in the RSVP which entrée you prefer.

This is an open event - we encourage attendance by municipal employees, interns, government professional services, and public safety officials.

Contact Luncheon Committee Co-Chairs Ashley Monroe
(ashley.monroe@hoffmanestates.org) or Jack Linehan (JLinehan@lockport.org)
with any questions.

Payment and Attendance Policy:

Individuals who RSVP and order a lunch 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 individuals who RSVP and order a lunch, but do not attend. To avoid being charged for an event and the \$5.00 processing fee, individuals that RSVP and order a lunch must cancel by the registration deadline.

The Topic of Ethics

If you were to walk into a graduate course on Public Administration on any given day, chances are at some point during the class the topic of “ethics” would be mentioned. While the implications may seem easy in a classroom setting, many public administrators find that running all situations through an “ethics filter” isn’t nearly as easy in real life situations. Depending upon the political situation, some managers may find that ethical behavior (or the lack thereof) is a major concern in their community, and an issue that they need to be aware of and address on a continual basis.

ICMA understands these are significant challenges that some public administrators may face, and in response developed their “code of ethics” to help guide decisions in difficult situations. While the code does not cover every potential situation, the guidelines are general enough to give a city manager or other staff person guidance when trying to determine the ethical response to a specific situation. The full code of ethics, including guidelines, can be found at: http://icma.org/en/icma/ethics/code_of_ethics. All ILCMA members have agreed to abide by, and are held accountable to, the ICMA code of ethics.

Unfortunately, in the past, a small number of public administrators have not chosen well when faced with ethical dilemmas. As a result, ICMA has developed a protocol to investigate if there has been a report of a violation of the code of ethics, with the goal of allowing any member who is the subject of an ethics investigation a “full and fair” opportunity to be heard throughout the process. The full ICMA Rules of Procedure for Enforcement of the code can be found at: <http://icma.org/Documents/Document/Document/100266>.

For any member of ILCMA, who is also a member of ICMA, any suspected ethics violation would be handled by ICMA according to their Rules of Procedure for Enforcement. For any member of ILCMA who is not a member of ICMA, any potential ethics violation would be handled by the ILCMA Committee on Professional Conduct, in conjunction with the ILCMA Executive Board. ILCMA’s Rules of Procedure are available at: <http://www.ilcma.org/DocumentCenter/Home/View/370>.

Senior Advisors (formerly known as Range Riders) can also help provide guidance in navigating ethical dilemmas. With years of experience in local government, they are available to give advice and provide a confidential sounding board for issues, including ethics, faced by managers and administrators. Information about Senior Advisors is available at: <http://www.ilcma.org/index.aspx?nid=201>.

Ethical issues will always be part of the political landscape and will impact staff at all levels of government. ILCMA and ICMA have provided multiple avenues to support those in local government and to help them navigate the complicated circumstances they may encounter in their service to the community.

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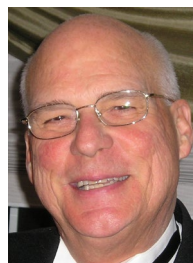
By: Greg Bielawski, ILCMA Senior Advisor

You knew us as Range Riders and now we are Senior Advisors. For nearly 25 years members of ILCMA have benefitted from the advice and support of retired managers known as Range Riders beginning with Bob Morris (1991 – 2006), Les Allen (1991 – 1998) and Chuck Willis (1993 – 1996), followed by Dave Anderson (1998 - 2014), Steve Berley (1998 - 2011), Glenn Spachman (2006 – 2013), Hank Sinda (2008 – 2011), Frank Ollendorff (2012 - 2013), and me and more recently Steve Carter, Kent Leichter, John Phillips, and Robin Weaver.

Although we are now known as Senior Advisors, it is only a name change. I, along with Steve, Kent, John, and Robin still have the same desire and commitment to assist ALL ILCMA members. We are available in person, via phone, or email. You will see us at area and state meetings/seminars/conferences before and after which we are more than willing to meet with you. So, if you want help or advice regarding a job security issue, a workplace matter, career aspirations, a sharpening of your resume and/or interview skills, being in transition, retirement/an “encore career” or any other matter, let us know. Our conversations will be held in confidence.

Below is our contact information and the general areas we cover. However, feel free to contact any one of us or get a second opinion. It won't hurt our feelings as we want you to be comfortable.

Also, look for the Senior Advisor column in every other issue of future ILCMA newsletters.



Chicago Metro Region

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Email: g_bielawski@hotmail.com



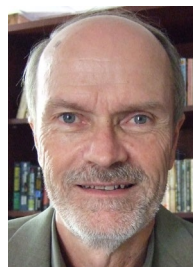
Chicago Metro Region

Robin Weaver
1809 Rizzi Lane
Bartlett, IL 60103
Ph: 630-835-6417
Email: rweaver3333@gmail.com



Downstate – Central Illinois

Steve Carter
609 West Green Street
Champaign, IL 61820
Ph: 217-359-1338
Email: steveanddonnacarter@gmail.com



Downstate – Northwest Illinois

John Phillips
2910 - 22-1/2 Avenue
Rock Island, IL 61201
Ph: 309-428-5495
Email: phillipsjohn99@gmail.com



Downstate – Southern Illinois

Kent Leichter
9810 Big Bend Boulevard
St. Louis, MO 63122
Ph: 314-821-8217
Cell: 314 650-5933
Email: kleichter1@earthlink.net



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**4th Quarter
2014 Legacy
Project
Luncheons**



**4th Quarter 2014
Upcoming Luncheons**

Brown Bag (bring your own)

October 1, 2014NEW LOCATION**

Geneva Fire Department
200 East Side Drive, Geneva

**November 5, 2014 **LOCATION
CHANGE**

Arlington Heights Village Hall
33 S. Arlington Heights Road

December 3, 2014

Woodridge Village Hall
5 Plaza Drive, Woodridge

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

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

[Click Here to RSVP](#)

**Personal Safety
Situational Awareness is
Key to Your Well Being**

October Luncheon:

Police Chief Steve Schmidt from the
Village of Elk Grove

November Luncheon:

Crime Prevention Officer, Brandi Romag
Village of Arlington Heights

December Luncheon:

Lieutenants Michael Willison and Marion
Heintz from the Village of Downers Grove

This program will provide valuable information on improving safety within the workplace or in public. It is important to have a personal plan of action that can be implemented in a crisis situation. Attendees will learn how to best evaluate the situation, react appropriately, and ultimately improve their chances of staying safe – even if they are faced with a violent situation. The speakers will also explain how everyone has the responsibility to be alert and aware of their surroundings, and the importance of utilizing 9-1-1 as soon as an incident begins to escalate.

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

www.legacyprojectnow.org

iFiber Network, continued

What is GIS?

A geographic information system (GIS) lets us visualize, question, and analyze data in order to understand relationships, patterns, and trends. A strong GIS program provides a number of benefits to local governments and organizations, the most notable being cost savings through greater efficiency, better record-keeping, improved communication and as a result, better decision-making.

GIS is a collection of software and hardware that incorporates geographical features with tabular data in order to map, analyze, and assess real-world problems.

With a population of about 153,000, Rockford covers around 61 square miles. Like other municipalities, its primary goal is to provide public services to residents. "In total, we have close to 1,100 city staff, a good number using GIS in their day-to-day operations," said Whippo.

WinGIS Partnerships

Because of high start-up costs and technical expertise needed, GIS has been a real challenge to implement in the local government sector. This isn't something unique to Rockford or other counties throughout the state.

Winnebago County's first mapping system was conducted using Pen and Mylar methods, which were replaced by a digital map using AutoCAD. Due to limitations of CAD software, the county required a more robust mapping capability.

"Recognizing the need for a true county-wide GIS, 11 organizations obtained a grant and hired a consulting firm to conduct a needs assessment," Turner said. "We continuously work with WinGIS and other agencies on collaboration and integration and have internal and external web mapping applications hosted at WinGIS to meet the needs of today's quickly-changing technologies," he said. "WinGIS continues to grow and expand its data holdings, integration efforts, and information delivery and analysis mechanisms. New efforts and organizational directives are developed as part of our annual work plan and long-range plan. Some key initiatives for the future include address management, economic development, and 9-1-1 integration" said Turner.

"There is a bright future for GIS in Winnebago County," he added.

About iFiber

iFiber was established as a not-for-profit entity in January 2011 to address current and future high-speed Internet needs of communities across northwest Illinois. Counties included are Boone, Carroll, JoDaviess, LaSalle, Lee, Ogle, Stephenson, Whiteside, and Winnebago. For more information visit www.ifiber.org or e-mail info@ifiber.org.

Maximizing Energy, continued

efficient LEDs in some cases. Other County facilities received HVAC-related upgrades to help reduce energy consumption and to improve building comfort.

All of these projects aimed to cut energy use. One Phase 3 project, however, will generate it: the addition of a 15-kilowatt photovoltaic (PV) system on the County's Administration Building. The system is scalable so the County can expand it as more state incentives become available and the cost of solar decreases. This project will showcase the County's commitment to clean energy.

Phase 3 projects, which were partially funded with grants from the American Reinvestment and Recovery Act of 2009 (ARRA), will save the County more than \$940,000 over ten years. Because some of the funding came through ARRA grants, the County needed to provide transparency on how the funds were spent. To communicate and educate the public on the County's initiatives, Siemens sponsored a dedicated website to showcase what projects were being completed, their progress, and the environmental impact that would result. Additionally, an interactive green kiosk was placed in the County Administration Center.

Generating More Than Energy Cost Savings

Despite the breadth of solutions Siemens implemented, the energy cost savings will keep the facilities budget flat. Beyond saving money, the performance contract has created an improved work environment for County employees and the FIMs have reduced greenhouse gas emissions by more than 6 million pounds—the equivalent of powering 27 homes every year. These initiatives are also helping reduce other greenhouse gas emissions: Over the project term, NOx emissions will be reduced by more than 53,000 pounds and SO2 will be cut by more than 200,000 pounds.

Today, McHenry County is viewed as a visionary leader in project management and environmental stewardship.



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

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

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

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

The ILCMA Senior Advisors have the most current list of Members in Transition and Professional Resource Program participants. Please do not hesitate to contact either Dawn Peters at ILCMA or one of the Senior Advisors (contact information for Senior Advisors appears on the last page of the newsletter).

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.

Visit the Members Only section of the ILCMA website to view resumes of those who have submitted them. Members in transition who have agreed to publicize their information:

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

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

IML, continued

member attending the training will not negatively impact your operations. Second, build support by talking with the mayor and other elected officials to explain the benefits of attending such training and answering any questions they may have. If they are not on board with such actions or not aware of your plans, they should not be expected to defend the resource investment if questioned by their constituents. Next, follow-up when you return from the conference by submitting a written report to your mayor describing the various educational sessions attended and how it will (or will not) assist you in your job or improve your organization. Be sure to establish an organization-wide policy whereby all staff members are required to submit the same type of report to their immediate supervisor within a specific timeframe of attendance. Finally, plan ahead and budget adequately, when possible, for professional development opportunities. Continue to recommend appropriate levels of funding each year for staff training, even if at first, it gets cut. And if your recommended training budget does get cut, don't take it personally. It may be bad timing or not the right fit for the organization; just keep trying.

The ongoing benefits of professional development are numerous and contribute to employee satisfaction and retention, positive staff morale, a more motivated workforce as well as impacting job competency, and organizational efficiency. However, navigating the political environment upfront can set the stage for recognition that improving the workforce's talents and skills is essential in professionalizing an organization and supporting the human capital needed for a cost-effective return on investment.


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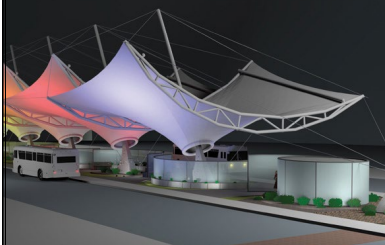
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*The ILCMA Professional
Development Committee
Presents*
**The Latest Figures & Trends in
the Chicago Retail Market**

In the wake of the Great Recession and during a time when competition for alternative revenue sources has become critical to the success of many communities, economic development has become a vital component of effective local government management. John Melaniphy will discuss retail sales trends in the Chicago metropolitan area and overall retail currents in the market. Author of the often quoted Melaniphy Commercial Report, John will provide updates on the latest figures and trends in the Chicago retail market including results through the second quarter of 2014.

Mr. Melaniphy is currently the Director of Economic Development for the Village of Wheeling. Mr. Melaniphy spent 20 years at Melaniphy & Associates, Inc., three years at Mid-America Development Partners and four years at the Village of Arlington Heights prior to joining the Village of Wheeling.

Bring your Community or Economic Development Director and join us to learn more about the latest facts, figures and trends from an expert who's seen it all.

Date: Thursday, November 20, 2014

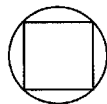
Time: 8:30 a.m. Registration and Continental Breakfast
9:00 – 11:30 a.m. Presentations

Location: **Harry Caray's** **Addresses ICMA Practice Area 3:**
70 Yorktown Center Functional and Operational Expertise and Planning
Lombard, IL

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

RSVP: Phone in Registration 815-753-5424
By Nov. 14 Email registration to Alex Galindo at agalindo@niu.edu
Online Registration with Credit Card: <https://www.ilcma.org/forms.aspx?FID=79>

*Cancellations must be made **by Nov. 17.**
Any cancellations after that date will require full payment.*



Join Us for Lunch & Meet New RTA Executive Director Leanne Redden!

Come listen to new RTA Executive Director Leanne Redden and learn of plans for moving forward at the RTA. Director Redden's transition into the top leadership role at the RTA comes with an understanding of the local governmental perspective. Her experience includes roles as Senior Deputy Executive Director for the RTA, Chief of Planning with the Illinois Tollway Authority and Director of Transportation for the Village of Schaumburg.



As part of the October luncheon and program, the Metro Board encourages everyone to bring a friend. Consider inviting a fellow Manager or Administrator who may not attend the Metro luncheon programs regularly – or may not even know that they take place! Finally, with the transportation and planning items likely to be covered by Director Redden, consider bringing your community's Planner, Planning Director, etc.

Date: Thursday, November 20, 2014

Time: 11:30 AM Networking
 Noon Lunch
 12:30/12:45 PM Presentation

Location: Harry Caray's
 70 Yorktown Center
 Lombard, IL

Cost: \$25 check or cash payable at the door (Interns and MIT are free)
 Additional \$5 charge for invoicing the cost of the luncheon.

\$55 if also attending the ILCMA Professional Development Event:
"The Latest Figures and Trends in the Chicago Retail Market"

Members in Transition – please e-mail or call Alex below to register
ILCMA members – invite an MIT to lunch today!!

RSVP Phone in Registration 815-753-5424
By November 13 Email registration to Alex Galindo at agalindo@niu.edu

Online Registration with Credit Card:
<http://www.ilcma.org/forms.aspx?FID=79>

Cancellations must be made by November 17. Any cancellations after that date will require full payment

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Will County Land Use Department, Chief Subdivision Engineer

The County of Will is accepting applications for the position of Chief Subdivision Engineer in the Development Review Division of the County's Land Use Department.

Duties and requirements: Supervisory management position responsible for the overall administration of the Will County Water Resources Ordinance, Will County Subdivision Ordinance and Countywide Will County Stormwater Management Ordinance, including permitting, enforcement, public outreach and education, intergovernmental cooperation, policy development, and regulatory initiatives.

Bachelor's Degree in Civil Engineering or a related field required, and must be registered as a Professional Engineer in the State of Illinois. Must have at least eight years of progressively responsible experience including supervision and management.

The salary range is \$88,000 - \$100,000, plus excellent benefits. Completed Will County Employment Application or Resume with cover letter and salary history may be submitted by mail, fax or hand delivered. Only interviewed applicants will be notified of the selection process. Applications are due no later than end of business November 20, 2014.

Will County Human Resources Department
302 N. Chicago Street - 2nd Floor
Joliet, IL 60432
Fax: (815) 774-6355

Email: jobs@willcountyillinois.com

The County is an Equal Opportunity Employer.

City of DeKalb, Assistant City Manager

The City of DeKalb (pop. 44,030) seeks a highly motivated professional for the position of Assistant City Manager. The City of DeKalb is a full-service home rule municipality located 60 miles west of Chicago and proud home to Northern Illinois University. The City has a \$35 million General Fund budget and a total budget of \$79 million across all funds.

DeKalb seeks a high-energy, experienced local government professional able to assist the City Manager in all aspects of City government and willing to be an integral member of the senior management team. This full-time exempt position is responsible for the management of human resources, including labor negotiations for three bargaining units,

coordination of legislative initiatives, management of City communications and assisting in budget development. The Assistant City Manager also prepares and presents City Council agenda items, supports various committees and coordinates "Communiversities" initiatives, among other responsibilities.

The position is responsible for direct supervision of six employees managing human resources, Deputy Clerk's function, legal services support and licensing. This includes direct supervision of the Human Resources Director, Management Analyst, Legal Assistant and three Administrative Associates. Indirect supervision of three other employees, including two Management Interns and an Administrative Associate, will be part of responsibilities. This is an incredible opportunity to work in a team-oriented and collaborative organizational environment.

The ideal candidate is energetic, innovative and team oriented. Furthermore, the candidate should have a mentoring and collaborative management style, be a strategic thinker and be a great communicator, both verbally and in writing. A Bachelor's degree from an accredited college or university in public administration, political science, public policy or a related field is required. A Master's degree in public administration or a related field is required. A minimum of 5-7 years of local government experience or an equivalent combination of education and experience is required.

The salary range is \$94,589.94 - \$134,618.13, plus excellent benefits. Email cover letter, resume and five professional references to: Michelle Anderson, Human Resources Director, 200 South Fourth Street, DeKalb, IL 60115 or via email to michelle.anderson@cityofdekab.com by Friday, November 14, 2014. The City is an Equal Opportunity Employer.

Village of Northbrook, Fire Chief

Northbrook, IL (population 33,170), located in northern Cook County and approximately 24 miles from Downtown Chicago, is seeking an experienced fire service professional to lead its full time Fire Department as its Fire Chief. The Village's Fire Department covers 16.5 square miles of area that includes the entire Village (13 sq. miles), as well as 4,000 Rural District residents in 3.5 sq. miles, for a total population of more than 37,000 residents. The Fire Chief reports to the Village Manager. The Village Manager is responsible to the Village President and six Trustees, operating under the Council-Manager form of government. The current Chief is retiring after more than 30 years of service to the Village, including the last seven years as Chief.

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The Fire Department employs 75 full time sworn and non-sworn personnel, as well as an additional 18 paid-on-call personnel. Currently 42 of the full time employees are cross trained as Paramedics. Northbrook maintains three fire stations, housing two engine companies, one truck company, three paramedic rescue ambulances, and one District Chief on a daily basis. Additionally, three Special Teams are staffed in Underwater Rescue and Recovery (Dive), Special Rescue, and Hazardous Materials Response. The current operating budget is more than \$11 million. The Department's FY 2013/2014 Annual Report documents personnel responding to 5,896 calls for service, 819 of which were calls (13.89%) in the Rural Fire Protection District. There were 2,736 fire/service calls and 3,160 ambulance calls. The Department has an ISO rating of 2.

The Village is seeking an energetic and experienced leader with strong communications and interpersonal skills. A commitment to high professional standards is required and experience with both fire and EMS is important. The ideal candidate must have an inclusive managerial style and experience working in a union environment. A minimum of 10 years experience in the fire service with at least five years of increasing responsibility in a command position is required. The candidate must possess a bachelor's degree in Fire Science, Emergency Management, Business or Public Administration or related field from an accredited college or university. Command level leadership training such as Fire Officer Certifications, Executive Fire Officer, Staff and Command, Chief Executive Officer and/or a Master's Degree are desirable. Residency is not required, however, a reasonable distance from the Village is expected.

The salary is \$145,000 +/- DOQ. An attractive benefits package is also offered. Applicants should submit a cover letter, resume, and contact information for five professional

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references by November 10, 2014 to the attention of Lee Szymborski and James Eaves at www.GovHRUSA.com/current-positions/recruitment, 650 Dundee Road #270, Northbrook, IL 60062. Tel: 847-380-3240; Fax: 866-401-3100. The Village of Northbrook is an Equal Opportunity Employer.

City of Rock Island, Economic Development Manager, Community Economic Development

The City of Rock Island has a population of 39,684 residents and is located in western Illinois along the Mississippi River. Rock Island, Moline, and East Moline in Illinois and Davenport and Bettendorf, Iowa make up the metro area called the "Quad Cities" with a population of 436,672. Hours are full time and annual salary range is \$48,992 to \$75,893 with benefits. This is responsible professional work managing a variety of projects and activities related to development activity in the City of Rock Island. Work involves meeting with new and existing businesses to determine type of assistance which may be appropriate; explaining and determining the application of development programs to various projects; calculating and evaluating the fiscal impact of development projects on the city; working with state and federal agencies to obtain support for specific development activities; negotiating and drafting development agreements. Graduation from a four year college or university with major course work in marketing, business administration or a related field; considerable experience in economic development or related activity; or any equivalent combination of training and experience. For full job description please visit the website at www.rigov.org. Selected candidates must meet a residency requirement, which includes a 10 mile radius on the Illinois side of the Quad Cities, within one year of hire date. Must pass a physical, background check and substance screening. Full job description available online. In order to be considered for the position you must apply online at www.rigov.org. Applications will be accepted continuously. EOE

Village of Downers Grove, Management Analyst

The Village of Downers Grove is committed to the development of strong and enduring performance management capabilities, and is pursuing the ideal candidates to fill the position of Management Analyst. In this role, you'll become be a part of a team that operates with the following principles in mind:

Communication makes us better
Great ideas come from anywhere and everywhere
We are tough on issues and easy on people

Under the direction of the Village's Performance Manager, and working closely with the Village Manager, Deputy Village Manager and department staff across the organization on a variety of substantial projects, you will have the opportunity to build essential skills necessary to understand how to manage and collaborate effectively in a complex municipal organization focused on delivering strong performance and results.

Examples of Projects and Other Responsibilities:

- Lead the Village's environmental sustainability efforts as the staff liaison to the Environmental Concerns Commission
- Support the Village's strategy of fiscal sustainability by participating in supporting process improvement events, using Lean and Six Sigma techniques
- Support the Finance Department and Village Manager's Office in the annual budget and capital improvement processes. Oversee design of the annual budget document. Analyze and prepare annual TIF budget and projections.
- Work on the rollout of the Village's new automated agenda management process and customer response system

Compensation:

The Management Analyst position enjoys a competitive salary and benefits package, career development opportunities, and mentoring by senior staff. In addition, the position provides valuable work experience, offers the opportunity to contribute creative and innovative ideas, and provides an ideal setting to learn about important issues and emerging trends. Compensation package includes the following:

Salary Range: \$52,058 - \$71,580. Starting salary expected to be below \$55,000

Comprehensive health benefits

Participation in the Illinois Municipal Retirement Fund

Accrued sick and vacation leave along with paid holidays
Village-sponsored membership with the International City/County Management Association (ICMA) and Illinois Association of Municipal Management Assistants (IAMMA)

The successful candidates will have the following qualifications:

Bachelor's Degree with an emphasis in Public Administration, Public Policy, Business or related field. A Master's degree preferred

One to two years of full-time experience preferred, although exceptional achievements as an intern will be considered

Possess advanced research, analytical and problem-solving skills

Demonstrate an ability to work effectively with a variety

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of people, including staff members from across the organization, elected officials and board/commission members, residents and key representatives from other organizations

Possess strong written and oral communication skills

Demonstrate a commitment to developing a career in local government management

Adhere to the ICMA Code of Ethics and be dedicated to rigorous professional development

Application Period: Open until filled. Complete the online application at: publicjobline.com. Only online applications will be accepted. EOE

City of Elgin, Engineer I and Engineer II

(Two Positions)

Elgin, IL (110,145) The City of Elgin, Illinois seeks highly qualified candidates for the Engineering Division of its Department of Public Works. Founded in 1836 and located 35 miles northwest of Chicago, Elgin is proud of its diversity and culture. From its revitalized downtown area, including the award-winning Riverwalk and the Hemmens Cultural Center, to its many comfortable neighborhoods, four historic districts, 1,600 acre parks system and extensive regional recreational assets, Elgin offers a unique quality of life, whether one is interested in city or suburban living. Elgin's motto, "The City in the Suburbs", embodies celebration of Elgin's past, enjoyment of the present, and the promise of Elgin's future. Elgin operates under the council-manager form of government, which was adopted in Elgin in 1954. There are two (2) positions: Engineer I and Engineer II. Both positions are responsible for managing the review and approval of engineering plans and specifications along with associated documents for public and private developments affecting streets, sewers, water mains and related infrastructure improvements to ensure that they meet all applicable City, County, State and Federal regulations; overseeing construction inspection and documentation activities; preparing and maintaining engineering plans, records and files. Municipal experience and knowledge of the requirements of the Kane County Storm Water Ordinance are highly desirable for both positions. The positions require excellent written and oral communication skills along with Microsoft Office Suite expertise. The successful candidate will be able to effectively communicate and work collaboratively with staff, development stakeholders and the public at large. The positions report to the City Engineer. The salary ranges are \$70,453 to \$104,091. Engineer I and Engineer II positions to be commensurate with experience. Both positions require graduation from an accredited college or university with a degree in civil engineering. Candidates

must have passed their Fundamentals of Engineering test and be on track to obtain their registration as a Professional Engineer or be registered as a Professional Engineer in the State of Illinois. Applicants may be considered for either the Engineer I or Engineer II positions, depending upon qualifications and experience. To apply, submit resume, cover letter and contact information for five professional references by December 1, 2014 to www.govhrusa.com/current-positions/recruitment to the attention of Heidi Voorhees, GovHRUSA, 650 Dundee Road #270, Northbrook, IL 60062. Tel: 847-380-3243; Fax: 866-401-3100.

Village of Kenilworth, Management Analyst

Are you interested in developing the skills necessary to be a future local government manager? If so, the village of Kenilworth may have the perfect opportunity for you. Due to the advancement of the current Management Analyst, the Village is seeking the next dedicated individual to mentor. In addition to serving the community, the successful candidate will be provided with the opportunity to gain career-enhancing experience in a range of local government services including: special projects, finance operations, customer service delivery, and drafting ordinances and resolutions. This is in addition to the typical range of front-line customer service delivery provided in a small tight-knit community. The incumbent Management Analyst is advancing to a new position after nearly two years with the Village.

The Village is seeking candidates with a Master of Public Administration or similar degree from an accredited university for this full-time, exempt position. The Management Analyst will be mentored by and report directly to the Village Manager. The ideal candidate will have a minimum of two years of experience as an administrative intern for a municipal government or have similar experience. The anticipated annual salary is \$43,250+/- in addition to a strong benefit package. Interested candidates are encouraged to send their resume, cover letter and a listing of three professional references to: Patrick Brennan (pbrennan@kenilworthil.org). The position will remain open until filled, with the initial review of applicants expected to occur on November 17th.



Job Mart

<http://www.ilcma.org/index.aspx?NID=298>

City of Geneseo, City Administrator

Geneseo (Pop. 6600) is a historic community located just 20 miles east of the Quad Cities; served by three interstate highways, an international airport, an excellent school system and many fine art and recreational opportunities. Geneseo is known for its Victorian style homes, historic architecture, many parks, and friendly hometown atmosphere. Mayor and 8 Aldermen elected on a non-partisan basis. \$15.2M total budget; 62 FT employees. Salary \$75K to \$90K, DOQ.

Bachelor's degree in municipal government required, a master's degree is preferred. A minimum of three years of experience as an administrator or assistant is required, with five years preferred. Candidate must possess expertise in finance & budgeting, economic development/redevelopment, and capital improvement management while maintaining a harmonious relationship with the governing body. Desire an individual with integrity, open and positive communication skills, a history of visionary, innovative and stable tenures, and a collaborative style in working with the staff and community members. For a complete job description visit community website at www.cityofgeneseo.com or contact Public Administration Associates at paassoc@northnet.net.

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 by November 15, 2014.

Glenview Park District, Executive Director

The Glenview Park District (population 56,000) is one of the most unique park districts in Illinois. Located 20 miles northwest of downtown Chicago, the Village of Glenview is a fully developed, 17 square mile mix of mature and new housing, extensive commercial and retail development and excellent schools and services. The Park District is a separate taxing body with a seven member elected Park Board that governs the Park District. The Executive Director reports to the Board of Park Commissioners and is responsible for the management and operations of all departments of the District. The Board of Park Commissioners is seeking a highly qualified Executive Director to lead its organization of over 105 full time employees and 750 seasonal and temporary employees. The Park District has a \$23 million operating budget plus a current capital/debt budget of approximately \$16 million. Numerous recreational facilities include a 165,000 square

foot community center which features an indoor pool, full service fitness facility, gymnasiums, senior center, preschool, banquet facilities and several multipurpose rooms; two outdoor pool complexes; an indoor ice skating facility; one 18 hole golf course with full service restaurant/banquet facilities; a 9 hole golf course with paddle tennis courts; indoor tennis facility; the Grove outdoor history and nature museum; the historic Wagner Farm; an educational building showcasing green technology; several field houses and other facilities; plus 26 parks encompassing 850 acres of parkland. The Board of Commissioners seeks an Executive Director with a proven track record in the management and operation of a large scale, market driven recreation service portfolio. The Executive Director must also possess excellent leadership and strong management and human resources skills, public finance acumen, as well as demonstrated oral and written communication abilities. The ability to work in partnership



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with the citizens, a dedicated community of volunteers, and other local governments is essential. Experience with managing multiple complex facilities and utilizing strategic planning is desirable. Successful candidate will possess a bachelor's degree in parks and recreation administration, public or business administration or related field. A Master's degree along with professional certification as a park and recreation professional is highly desirable. Candidates should have a minimum of seven to ten years of increasingly responsible management and operations experience. Starting Salary range: \$155,000 - \$170,000 +/- (DOQ) plus excellent benefits, negotiable dependent on qualifications and experience. Residency within a reasonable period of time is highly desirable. District owned housing is a possibility. Submit résumé, cover letter with salary history and five references to our online application system by December 1, 2014 to www.govhrusa.com/current-positions/recruitment to the attention of Heidi Voorhees or Terry Porter, at GovHR USA. Tel: 847-380-3240; Fax: 866-401-3100. Electronic Submission Preferred. The Glenview Park District is an equal opportunity employer. Visit the Park District website at www.glenviewparks.org

Will County Land Use Department, Chief Subdivision Engineer

The County of Will is accepting applications for the position of Chief Subdivision Engineer in the Development Review Division of the County's Land Use Department.

Duties and requirements: Supervisory management position responsible for the overall administration of the Will County Water Resources Ordinance, Will County Subdivision Ordinance and Countywide Will County Stormwater Management Ordinance, including permitting, enforcement, public outreach and education, intergovernmental cooperation, policy development, and regulatory initiatives.

Bachelor's Degree in Civil Engineering or a related field required, and must be registered as a Professional Engineer in the State of Illinois. Must have at least eight years of progressively responsible experience including supervision and management.

The salary range is \$88,000 - \$100,000, plus excellent benefits.

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Completed Will County Employment Application or Resume with cover letter and salary history may be submitted by mail, fax or hand delivered. Only interviewed applicants will be notified of the selection process. Applications are due no later than end of business November 20, 2014.

Will County Human Resources Department
302 N. Chicago Street - 2nd Floor
Joliet, IL 60432
Fax: (815) 774-6355
Email: jobs@willcountyillinois.com
The County is an Equal Opportunity Employer.

Village of Northbrook, Fire Chief

Northbrook, IL (population 33,170), located in northern Cook County and approximately 24 miles from Downtown Chicago, is seeking an experienced fire service professional to lead its full time Fire Department as its Fire Chief. The Village's Fire Department covers 16.5 square miles of area that includes the entire Village (13 sq. miles), as well as 4,000 Rural District residents in 3.5 sq. miles, for a total population of more than 37,000 residents. The Fire Chief reports to the Village Manager. The Village Manager is responsible to the Village President and six Trustees, operating under the Council-Manager form of government. The current Chief is retiring after more than 30 years of service to the Village, including the last seven years as Chief.

The Fire Department employs 75 full time sworn and non-sworn personnel, as well as an additional 18 paid-on-call personnel. Currently 42 of the full time employees are cross trained as Paramedics. Northbrook maintains three fire stations, housing two engine companies, one truck company, three paramedic rescue ambulances, and one District Chief on a daily basis. Additionally, three Special Teams are staffed in Underwater Rescue and Recovery (Dive), Special Rescue, and Hazardous Materials Response. The current operating budget is more than \$11 million. The Department's FY 2013/2014 Annual Report documents personnel responding to 5,896 calls for service, 819 of which were calls (13.89%) in the Rural Fire Protection District. There were 2,736 fire/service calls and 3,160 ambulance calls. The Department has an ISO rating of 2.

The Village is seeking an energetic and experienced leader with strong communications and interpersonal skills. A commitment to high professional standards is required and experience with both fire and EMS is important. The ideal candidate must have an inclusive managerial style and experience working in a union environment. A minimum of 10 years experience in the fire service with at least five

years of increasing responsibility in a command position is required. The candidate must possess a bachelor's degree in Fire Science, Emergency Management, Business or Public Administration or related field from an accredited college or university. Command level leadership training such as Fire Officer Certifications, Executive Fire Officer, Staff and Command, Chief Executive Officer and/or a Master's Degree are desirable. Residency is not required, however, a reasonable distance from the Village is expected.

The salary is \$145,000 +/- DOQ. An attractive benefits package is also offered. Applicants should submit a cover letter, resume, and contact information for five professional references by November 10, 2014 to the attention of Lee Szymborski and James Eaves at www.GovHRUSA.com/current-positions/recruitment, 650 Dundee Road #270, Northbrook, IL 60062. Tel: 847-380-3240; Fax: 866-401-3100. The Village of Northbrook is an Equal Opportunity Employer.



20 N. Wacker Drive, Ste #2100
Chicago, IL 60606

Call Dean Nicol at 312-681-1814 or
email dtnicol@integritysenergy.com
OR
Call Jay Dalicandro at 312-681-1820 or
email jjdalicandro@integritysenergy.com

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