



City/County Management in ILLINOIS

Strengthening the quality of local governance through professional management

October 2012

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DISCLAIMER: Statements or expressions of opinions appearing herein are those of the authors and not necessarily those of the Association or its editor. The publication of any advertisement is not to be construed as an endorsement of the product or service offered.

Calendar of Events

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

October 5
SWICMA Luncheon

October 7 – 10
ICMA Conference
Phoenix/Maricopa County, AZ

October 8
ILCMA Reception at ICMA Conference
Phoenix/Maricopa County, AZ

October 12
IAMMA Social – Whirlyball
Lombard, IL

October 17
IAMMA Professional Development
Elk Grove Village, IL

October 18 – 20
IML Annual Meeting
Hilton, Chicago, IL

November 2
SWICMA Luncheon

November 14
IAMMA Luncheon
Glen Ellyn, IL

November 15
ILCMA Professional Development
Lombard, IL

November 15
Metro Manager Luncheon
Lombard, IL

November 15 & 16
Downstate City/County Management Association
Effingham, IL

December 7
SWICMA Luncheon

December 12
IAMMA/Metro Manager Holiday Luncheon
Lombard, IL

February 20 – 22, 2013
ILCMA Winter Conference
Peoria, IL

President's Column

Report from the ILCMA Professional Development Committee

By Kevin Barr, Chair and Village Manager in Schiller Park

I am pleased to provide this report regarding the Committee's plans for the 2012-13 year. I think we all know how important it is to remain abreast of the many issues that affect our communities. It is also always helpful to have the opportunity to get together with colleagues to remind ourselves that our day-to-day problems, concerns and opportunities are not unique. It is the Committee's goal to provide these training and educational opportunities as a supplement to the fine programming available at the winter and summer conferences.

In order to promote participation and make it easier and more efficient for our members to participate, we are continuing to work with partners such as the Metro Manager's and IAMMA to conduct events on the same days and locations and/or joint training. We are also continuing to work with the Alliance for Innovation, NIU/Center for Governmental Studies and ICMA-U to provide enhanced educational opportunities and control costs.

One area of emphasis for the Committee is to find ways to reach out to ILCMA members who cannot easily attend the sessions. A technology sub-committee has been established with the hope of developing an efficient means of providing "off-site" access to sessions. We are confident this can be done and hope to implement this practice for at least some of the sessions this year.

The Committee is pleased to announce the following schedule for the upcoming year. At print time the initial September 20 session on the Affordable Care Act will have already been held.

Date

November 15, 2012
December 5 – Webinar @ 1:30 p.m.
January 17, 2013
January 25
February 20 (Pre-Conference)
March 21
April 18 (Full Day Event)
May 8 (with IAMMA, prior to Awards Lunch)

Topic

Minimum Manning-Labor Contract Update
Customer Relationship Management
Fraud and Financial Control
Financial Forecast
TBA ICMA-U offering
Leading with Data
Alternative Service Delivery
Succession Planning

It is always possible these plans could change, especially if events in the world intervene. Please feel free to provide any ideas you might have to me or other members of our 2012-13 Professional Development Committee. The Committee members include:

Kevin Barr, Chairman (Schiller Park)
Marian Gibson, Co-Chair (Manhattan)
Bill Beith, Gilberts
Brad Burke, Lincolnshire
Conrad Kiebles, Orland Hills
Blaine Wing, Oakbrook
Mike Cassady, Bensenville
Greg Stopka, Alliance for Innovation
Ashley Monroe, Hoffman Estates

Roy Witherow, Lake Zurich
Emily Rodman, LaGrange Park
Randy Recklaus, Clarendon Hills
Ray Rummel, Elk Grove Village
Joe Carey, Elk Grove Village
Evan Teich, Itasca
Steve Jones, Oswego

As always, Dawn Peters' contribution to this process is indispensable.

ILCMA Endorses Tom Kuehne for IMRF Board

ILCMA has endorsed Tom Kuehne, Finance Director for the village of Arlington Heights, as a candidate for IMRF Executive Board Trustee. Tom has been employed with the village of Arlington Heights as the Director of Finance and Treasurer since 2003. Previously, Tom was the Director of Finance for the villages of Addison and LaGrange and was the Assistant Finance Director for the village of Park Forest.

City managers and administrators please note the following dates and ask your Authorized Agent to vote for Mark in the upcoming election:

October 18 - Ballots for the executive trustee election will be mailed to authorized agents

December 13 - Last day voted ballots for the executive trustee will be accepted

Who's Who Directory Update

Karl Warwick has been appointed as the new village administrator in Fox River Grove. He was previously the assistant village administrator in Lindenhurst. His new contact information is:

Karl Warwick
Village Administrator
Village of Fox River Grove
305 Illinois Street
Fox River Grove, IL 60021
Phone: 847-639-3170
Fax: 847-639-9876
Email: k.warwick@foxrivergrove.org

Tara Erikson-Semenchuk, formerly with Cary, is the new associate village administrator in Fox Lake. Her new contact information is:

Tara Erikson-Semenchuk
Associate Village Administrator
Village of Fox Lake
66 Thillen Drive
Fox Lake, IL 60020
Phone: 847-587-2151
Fax: 847-587-2237
Email: semenchuk@foxlake.org

Kate Andris, formerly the management analyst for the village of Woodridge Police Department, has accepted the position of assistant to the village administrator in the village of New Lenox. Her new contact information is as follows:

Kate Andris
Assistant to the Village Administrator
Village of New Lenox
1 Veterans Parkway
New Lenox, IL 60451
Phone: 815-462-6412
Email: kandris@newlenox.net

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Welcome New Members!

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Justyn Miller, City of DeKalb, Administrative Planning Intern
Sarah Schillerstrom, Village of Glenview,
Deputy Director of Admin Services

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

Performance Contracting Leveraging Existing Facilities and Systems to Fund Improvement Projects

By Michele James, CTS Group

Challenges

Leaders of local government face the challenges of reduced budgets, aging facilities and infrastructure, rising energy costs and stagnant tax revenues which undermine facility improvement. Buildings - and the systems that keep them running [such as HVAC (heating, ventilation, and air conditioning), lighting, building controls, water, fire, and security] - are aging. In addition, water and wastewater systems are overloaded, and often inefficient. Consider that the average useful life of a chiller or boiler is 40 years: in a pre-1970 facility, the equipment has surpassed its useful life, but the municipality lacks the capital to replace it. Added to that, technology has advanced significantly, creating equipment that is more energy-efficient and cost-effective than 40 years ago. Cities find themselves trapped in a vicious cycle where reduced maintenance budgets put additional stress on already aging equipment, causing equipment to break down more frequently and run less efficiently. This cycle costs more due to "break and fix" repairs, wasting money from budgets that have no room for waste and representing the most expensive way to replace equipment—on an emergency basis.

While the reasons for delaying projects may vary, most energy efficiency projects stall due to one or a combination of the following perceived barriers:

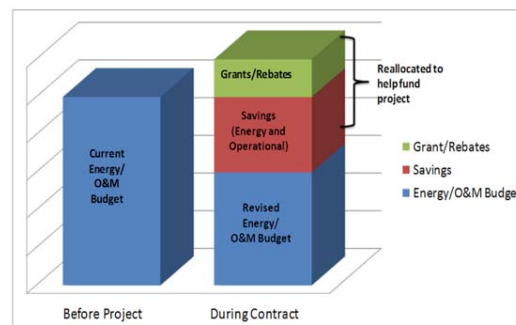
- Lack of money. If it's not in this year's budget, it simply has to wait.
- Equipment improvements must be paid for from the capital budget.
- Paying lower interest (by floating bonds) or no interest (by delaying the project and planning it into future budgets) saves more money and therefore is in the best interest of the organization.
- Taxes or fees will have to be increased to pay for these improvements.
- Lack of time or personnel to design and plan the projects because of other, higher priorities.
- Lack of internal expertise to implement the projects.
- Lack of "political will" within the decision making process.

Some of these barriers may sound familiar, but many of them can be addressed through Performance Contracting.

Solution: Performance Contracting

Performance Contracting is an alternative procurement method in which energy and operational savings that are derived from an improvement project are redirected to pay for the improvement project over a course of several years. The Illinois Legislature has provided local leaders with this valuable tool to address critical infrastructure issues. Also called a guaranteed energy savings contract, it is an effective and proven procurement method to upgrade public facilities without the use of capital funds.

Under a Performance Contract, upgrades to facilities and infrastructure systems are bundled together into one comprehensive project that provides a customized solution designed specifically to meet the customer's needs. By entering into a Performance Contract



with an Energy Services Company (ESCO), local governments can reduce their energy and operational costs by an average of 30 percent without spending a dollar from their operating budgets.

Guaranteed Savings:

The savings are realized through the implementation of various energy and operational conservation measures (ECMs) that may include: HVAC equipment and systems; building controls systems; geothermal and solar systems; high efficiency lighting retrofits; building envelope improvements; roofing; waste management; water conservation; automated meter reading systems; and upgrades the systems and processes in water and waste water plants.

The ESCO evaluates, designs, and installs a customized package of infrastructure upgrades. The ESCO provides a written guarantee of the amount of energy savings to be achieved and assumes the risk of performance. Following completion of the project, a detailed twelve month energy audit is performed following industry accepted guidelines of the International Performance Measurement and Verification Protocol. If the audit shows that the guarantee has not been met, the ESCO pays the difference.

Ensuring Results:

Since the ESCO assumes the risk for performance by guaranteeing the energy and operational savings to the owner, ESCO's take great care to ensure that the performance contract will deliver results. Detailed existing facility and system assessments are performed and energy usage levels are established to clearly define the baseline performance parameters. Once in place, the ESCO then develops available options and life cycle costs for various infrastructure and system improvements. The result is a customized improvement project specific to the customer's needs with established guaranteed savings which will be used to fund the project. Throughout the term of the project, measurement and verification (M&V) processes will measure energy usage and verify savings to ensure the project is a success.

Conclusion:

Performance Contracts are an excellent solution for local governments which do not have capital or the expertise to identify and implement energy-saving and sustainable improvement measures. Performance Contracting offers public bodies the opportunity to address deferred maintenance and much needed facility and system improvements without the use of capital funds. By working with the right ESCO, local governments can develop and achieve much needed facility and system improvements, reduce energy and operational costs, demonstrate good stewardship to the community with financial responsibility, and reduce their carbon footprint.



CIVIC LEADERSHIP ACADEMY
2012-2013

Advancing Civic Leadership

CLA Courses Qualify for ICMA's Voluntary Credentialing Program

Tuesday, October 23
Labor and Management Relations: A Primer for Negotiations
Thomas M. Melody, David Lefkow, Jason A. Guisinger, Klein, Thorpe & Jenkins, Ltd.

Thursday, November 8
Strategic Planning: Now is the Time!
Gerald Gabris

Tuesday, November 27
Lean Thinking and Government: The Time is Now
Craig Rapp

We hope to see you at one, or more, of the sessions.
Click here to register

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Civic Leadership Academy

NIU's Civic Leadership Academy (CLA) is entering its 9th year of offering engaging and timely training programs for local government professionals in Illinois. The 2012-13 line up of day-long and half-day seminars includes seven new topics and several updated courses. CLA is a unique series of skill development programs for appointed professionals, supervisors and elected officials. All of the program's high quality seminars take place at NIU's Naperville Center. This year's series kicked off on September 25th, but another session, "Labor and Management Relations: A Primer for Negotiations", led by Thomas M. Melody, David Lefkow, and Jason A. Guisinger of Klein, Thorpe and Jenkins, Ltd. will take place on October 23rd. Participants who complete four courses (two core courses and two electives) are eligible for recognition via a Certificate of Completion.

With the Academy's 8th year just completed, CLA now boasts over 90 Certificate graduates and over 480 participants! CLA workshops expose participants to a mix of leadership and problem solving techniques as well as technical skills suited to addressing today's complex issues and agendas. The workshops are designed to give participants new and updated skills for personal "leadership effectiveness" in their civic roles and responsibilities. As this year's new course offerings demonstrate, several workshops have been designed for a broad audience while others in the series have been aimed specifically at special skills or interests. Some of the new courses offered in 2012-13 include: "Lean Thinking and Government," "Government in the Age of Social Media," "Understanding the Economic Development Ecosystem," "Recovering from the Recession," "Communicating in Crisis," "Data for Decision Makers," and "Survival Tips for New Government Leaders." The Academy will again co-sponsor a 2013 Illinois Financial Fiscal Forecast Forum with ILCMA on January 25, 2013.

This year's schedule can be found at http://www.cgsniu.org/professional_development/CLAbrochure_2012-13_Final.pdf

Ready to register? You are just one click away http://registeruo.niu.edu/iebms/wbe/wbe_p1_main.aspx?oc=40&cc=WBE4012521



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“Environmental Realities”

By John Downs, IML Managers Committee, Mokena Village Administrator

Human nature prompts us to naturally draw upon our professional strengths to solve problems, accomplish goals and perform to the best of our ability. Our strengths provide us with a solid foundation to rely on in most circumstances. We regularly encounter people, situations and conditions which require us to analyze, reflect and ultimately make decisions or take actions based on a culmination of many factors. These factors include (among other things) the technical skills we have learned and absorbed while serving as public managers. These skills become the “tools of our trade” and focus on technical competence, ethical standards and a commitment to the communities we serve. As our careers mature, we learn to rely on these “tried and true” techniques to solve problems and move our communities forward. Technical skills rest at the heart of our proficiency as public managers and are the true foundation of our entire profession. While these skills are absolutely vital to all of us, there may be times during our career when we must ask . . . “Are my skills still adequate for today’s challenges?”

Most of us engaged in public management have from time to time critically assessed our own skill set with some degree of apprehension. While this may be an uncomfortable exercise, self reflection requires both discipline and heart. The very nature of our profession requires us to be responsible to multiple audiences and factions, all having the right to judge our performance (from very different perspectives). This is one of the most challenging and inspiring aspects of our work. To some degree, the perception of our overall performance becomes an environmental reality comprising an assortment of people, situations, time and unforeseen conditions. Acknowledging these environmental realities could be important to our continued leadership development and worthy of more emphasis and consideration. This notion has prompted me to think more prospectively about how others perceive my performance as opposed to retrospectively considering their views based on any direct feedback which may come my way.

With that having been said, I now turn the page to what I believe is one of the greatest challenges public leaders face in today’s increasingly complex society. This challenge (as I see it) focuses on our ability to distinguish between problems requiring technical proficiency versus those suited for adaptive leadership skills. Leadership of this nature is primarily externally focused and requires us to look beyond the daily “grind” to see things from a more removed or objective perspective. For most of us, this means applying our “tried and true” technical skills to solve more conventional problems while simultaneously concentrating and adapting to the environmental realities that surround us. Since adaptive leadership is somewhat abstract in nature, it may not come natural to those of us who have relied on our technical proficiency over the years.

IML Managers Monthly Column

Adaptive leadership requires us to comprehend and frame issues (in many cases) without specific or identifiable feedback. This type of leadership requires a constant probing for environmental realities which may not be apparent based on direct feedback we are able to assemble and evaluate. Most importantly, adaptive leadership is difficult work and requires courage, resilience, patience and flexibility. To that end, here are some of my thoughts on this issue:

- Adaptive leadership is difficult work and will not likely come easy to most of us. We traditionally look to elected leaders or even fellow employees to provide us with feedback about our performance. While we might get objective input from these sources, it will likely be organizationally focused and institutional in nature.

- Adaptive leadership requires personal and professional courage. It is difficult to simultaneously act upon our strengths while attempting to view our actions through the eyes of multiple audiences. While our technical decisions may seem logical and prudent to us, how they are being perceived in the external environment may be a different story. We have to participate through our actions and simultaneously think like a distant observer. To some degree, we have to move back and forth between the different roles.

- Adaptive leadership requires a resilient personality. When we seek out intangible and abstract views regarding our leadership style, we probably need to be enduring enough for what we may find. It takes a hardy person to recognize their perceived weaknesses in the eyes of others.

- Adaptive leadership requires patience. Simultaneously applying our technical skills while assessing the environmental realities surrounding us is more an art than a science. Adaptive leadership requires us to be both improvisational and resourceful in the face of constant environmental change.

- Adaptive leadership also requires a great deal of flexibility. Because our external realities include such a broad and complex audience, we have to constantly be prepared to modify our own perspectives as well. Even if our adaptive leadership skills become fairly honed, our environmental realities will be constantly shifting. A constantly shifting environment will result from an ongoing assortment of people, situations, time and unforeseen conditions.

While the above suggestions might seem overly simplified, I believe that adaptive leadership skills will become increasingly important to our profession as time passes. While we understand the value that competent public management brings to each of our communities, I am not as confident that this opinion is as widely acknowledged outside of our own circles. One way to better gauge how others judge us is to begin thinking more about our adaptive leadership skills. If we understand more about what is influencing the environmental realities impacting our organizations, it is more likely we can adapt our leadership style accordingly.

I’d like to thank my peers for supporting the IML Manager’s Committee and working hard on behalf of our communities each and every day. Let’s keep up the great work and make tomorrow a better day for those we proudly serve.

1, 2, 3 Ronald A. Heifetz and Marty Linsky, “Get on the Balcony,” Chapter 3 (pages 51-74) in *Leadership on the Line: Staying Alive through the Dangers of Leading*. Boston: Harvard Business School Press, 2002.



Illinois City/County Management Association 815-753-5424 ■ Fax 815-753-7278

ILCMA will once again be participating as an exhibitor at the Illinois Municipal League Conference and is seeking volunteers to staff the booth. Please sign up for a time slot using the form below!

IML Conference Booth Sign-up

Count me in! I have indicated three (3) time slots that I can work

Name: _____

Title: _____

Address _____

Phone _____ Fax _____ e-mail _____

Please indicate your choices by putting a 1 by your first choice, a 2 by your second choice and a 3 by your third choice:

Thursday, October 18

_____ 2:00 pm – 3:30 pm

_____ 3:30 pm - 5:00 pm*

Friday, October 19

_____ 10:00 am - 11:30 am

_____ 11:30 am – 1:00 pm

_____ 1:00 pm – 2:30 pm

_____ 2:30 pm – 4:00 pm

_____ 4:00 pm – 5:30 pm

*The Official Grand Opening is at 5 pm with the Get Acquainted Reception being held from 5:30 – 6:30 pm.

_____ YES, my mayor is willing to staff the booth with me!

Please respond by October 5th to:

Dawn S. Peters
ILCMA Executive Director
Center for Governmental Studies
NIU
DeKalb, IL 60115

You can also fax or e-mail your response to:

Fax: 815-753-7278
Email: dpeters@niu.edu

FALL DOWNSTATE MEETING

Effingham, IL
November 15th & 16th 2012

Thursday November 15th

Noon

Golf at **Effingham Country Club** (weather permitting)
2400 W. Country Club Drive, Effingham, IL 62401
www.effinghamcc.com (217) 347-0423
Lunch is available at the restaurant beginning at 11 a.m.
RSVP by Nov 8^h if you plan to golf
Please pay at the course! \$39.00 for 18 holes including cart

6:00p.m

Social Hour

Lone Star Steakhouse and Saloon (Individual Pay)
1507 Hampton Drive
Effingham, IL 217-342-7078

7:00pm

Dinner

Lone Star Steakhouse (Individual Pay)
www.lonestarsteakhouse.com

Friday November 16th **Fairfield Inn**, 1111 Henrietta Street, Effingham, IL

8:30 a.m.

CONTINENTAL BREAKFAST (Breakfast is included in the registration fee)

8:50 a.m.

WELCOME by Mayor Gillenwater

9:00 – 9:40 a.m.

MUNICIPAL BONDS, THE CURRENT BOND MARKET, AND RELATED LEGISLATION

John Vezzetti from Bernardi Securities will be present to discuss municipal bonds and related debt service tools. An overview of the current municipal bond market will be provided and a review of pending state-wide bond-related legislative initiatives will be explored.

9:40-9:50 a.m.

BREAK

9:50-10:40 a.m.

MUNICIPAL ELECTRICITY AGGREGATION (MEA)

Learn more about the benefits of Municipal Electricity Aggregation. Representatives from Good Energy will be present to discuss the MEA process and to update the attendees on the status of MEA within the State of IL.

10:40-10:50 a.m.

BREAK

10:50-11:30 a.m.

ILLINOIS ENTERPRISE ZONES

Craig Coil will be present to discuss the ins and outs of the new enterprise zone legislation. An update of the process will be provided and any potential changes in the law will be explored.

11:30–12:30 p.m.

LUNCH AND BUSINESS MEETING

(Lunch is sponsored by Benardi Securities)

Registration Form
Downstate City/County Management Association
November 15 & 16, 2012
Fall Meeting
Effingham, IL

Name: _____

Title: _____

Jurisdiction: _____

Address: _____

Phone: _____ E-mail _____

Registration Fee: \$50 – Includes breakfast & lunch on Friday. Please have registrations in by Friday, November 9, 2012.

Dinner Reservations: Please indicate if you are planning to arrive in time for dinner at 6:00 p.m. Dinner will be paid for individually.

Golf Reservations: Please indicate if you would like to sign up for the golf outing. The cost is \$39.00 for greens fees and cart. Lunch is available at 11:00 a.m. in the clubhouse restaurant. ***Please pay at the course & RSVP by Nov. 9.***

____ Yes, I will participate in the golf outing on Thursday, November 15 at Effingham Country Club. (Please pay at the golf course & RSVP **by November 9**).

____ Yes, I will attend the Fall Meeting in Effingham, IL on Friday, November 16.

____ Yes, I will attend the social hour and dinner on Thursday evening at Lone Star Steakhouse.

____ Yes, my spouse will attend the social hour and dinner on Thursday evening.

Registration Deadline: Friday, November 9, 2012.

Make check payable to: Downstate City/County Management Association
Center for Governmental Studies
N.I.U.
DeKalb, IL 60115

Questions: 815-753-5424

Fax : 815-753-7278

Cancellations: To receive a full refund, cancellations must be received by Friday, November 9, 2012. Registrants who do not attend the meeting but have not cancelled are responsible for the entire fee. Registrants who have not paid will be billed.

JARED LEVY
Health and Government Markets Manager



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CGS is pleased to welcome
Craig Rapp to the Public
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ICMA, Craig brings a wealth of
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- Strategic Planning
- Team Building
- Government Collaboration
& Shared Services Studies

Craig Rapp
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ILCMA Members Appointed to ICMA 2012-2013 Committees

The following ILCMA members have been appointed to serve on ICMA Committees:

NEW GROUPS FOR 2012

Knowledge Network Advisory Board

ICMA Executive Board Liaison: Robert K. Kiely, Jr., Lake Forest
Committee Member: David Strahl, Mount Prospect

Library Advisory Committee

Committee Member: Walter J. Bobkiewicz III, Evanston

Task Force on Manager Evaluations

Committee Chair: Peter Austin, McHenry County

Task Force on Women in the Profession

Committee Members: Bill Balling, Retired, Joellen Earl, GovTemps, USA, Ann Marie Gaura, Buffalo Grove; Paula Hewson, Schaumburg, Maria Lasday, Bannockburn

Task for to Develop a Guide on Breaking into Local Government Part 2

Committee Chair: Dawn S. Peters, ILCMA

ONGOING GROUPS

Advisory Board on Graduate Education

Committee Member: Lauren Stott, Montgomery

Awards Evaluation Panel

Committee Chair: Katy Rush, Woodridge

Conference Planning Committee

Committee Members: Mike Baker, Downers Grove, Amy McEwan, Lake County, Sue McLaughlin, MIT, Steve Tilton, Tinley Park

Governmental Affairs & Policy Committee

Committee Members: Joe Carey, Elk Grove Village, Jim Morani, New Baden

International Committee

Committee Member: Al Rigoni, Skokie

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Form of Government Challenges on Nov. 6 Ballot

On the November 6 ballot in McHenry County will be a referendum to change the form of county government to executive form. Under this form of government, voters will elect their county board representatives by district and will also elect an executive at large to run the day-to-day operations of the county.

Additionally, the City of Freeport will have a referendum on council/manager form of government on the November 6 ballot. This is the third time that this persistent group of citizens has pursued council/manager form.

ILCMA has been in communication with the citizen's group in Freeport and with the current McHenry County administration. Both groups will be seeking assistance from the ICMA Fund for the Profession. It is this type of effort that the ICMA Fund goes to support. The ICMA Fund for Professional Management is committed to educating students and citizens alike about the role and benefits of professional local government management. Established in 1985, the Fund has supported more than 80 communities as they organized to adopt or retain professional management, as well as broader civic education initiatives such as statewide civic education textbooks for students.

Your contribution to the Fund ensures there will be resources available to support form-of-government campaigns or address the need for civic education, whether in your community or that of a colleague.

What's New?

"LIFE, WELL RUN" CAMPAIGN

ICMA recently announced a national campaign to raise awareness of the role and value of professional local government management. Working with an accomplished advertising agency, ICMA has developed this Value of the Profession Campaign over the past several months. It will center around the theme of "Life, well-run" and take advantage of social and traditional media to reach citizens around the country. Learn more about the campaign and how to get involved by visiting http://icma.org/en/icma/priorities/fund_for_professional_management.



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ILCMA Reception at the ICMA Annual Conference in Phoenix

Once again, ICMA is setting aside an evening at the annual conference for affiliate receptions and alumni dinners. The ILCMA reception will take place after the NIU MPA alumni dinner. ILCMA is planning an after dinner cocktail reception at Sam's Cafe, which is just blocks from the convention center.

Location: Sam's Cafe
455 North 3rd St.
Phoenix, AZ



Date: Monday, October 8, 2012

Time: 8:30 p.m. – 11:00 p.m.

Please join ILCMA for an evening of networking and fun!

We hope to see you at the ICMA Annual Conference in Phoenix, AZ in October!

ILCMA would like to thank our reception sponsors:
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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:

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

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

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

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

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

Thomas Christie
thomasbetty@ussonet.net
618-740-0547

David Strohl
dastrohl@comcast.net
309-266-7135
Cell: 309-253-3923

Doug Elder
delder54@comcast.net
Cell: 309-262-8654

Kathy Katz
kselake@comcast.net
847-721-7602

Cathy-Ann Romero
cathyromero@comcast.net
847-705-4942
Cell: 847-732-4942

Jim Hock
jdhock@comcast.net

Greg Seefeldt
gseefeldt@hughes.net
712-269-0700

Diana Robinson Appointed to Lead NIU Center for Governmental Studies



Diana Robinson has been named director of the NIU Center for Governmental Studies (CGS), a highly respected public policy, technical assistance and public service unit in the university.

Robinson brings many years of experience in public policy analysis, economic development and workforce development to the position, including a decade of increasingly responsible positions at CGS. She served as CGS interim director for the last 18 months.

"I'm a true believer in our engagement mission," Robinson said. "My entire career has focused on building community partnerships that make peoples' lives better, and that's what CGS and the Division (of Outreach, Engagement, and Information Technologies) are all about."

"Diana has a widespread reputation as a leader with great vision and exceptional interpersonal skills," said Anne Kaplan, vice president of the Division of Outreach, Engagement, and Information Technologies.

"She has led the center through a very challenging time in which traditional sources of funding – government agencies and non-profit entities – have faced their own budget crises. Yet CGS today is as strong as it's ever been, as Diana has found ways to expand the center's offerings and client base."

Established in 1969, CGS has an interdisciplinary, full-time professional staff of more than 30 people with doctoral and master's degrees in fields such as public administration, public policy, business, economic development, computer science, mathematics and statistics.

As the center has grown over the years, it has become known both for its human expertise and for the sophisticated tools and analyses it makes available to clients. Governmental and non-governmental agencies throughout the region, state and nation call on CGS for surveys, studies and analysis; complex mapping projects; land use, growth and capacity studies; strategic planning assistance; project evaluations; association management; professional development; and a host of other services.

CGS is a unique asset to NIU and the region, Robinson said. "There are other university-based applied policy and research units in Illinois, but the most important difference is the complex nature of the region we serve," she said. "It's a fascinating amalgam of urban, suburban, and rural places and the dynamics within and among them are complex and changing."

She also praises the work of her colleagues in the center. "CGS is constantly adding innovative new tools to our toolkit and rethinking how we deliver our services. For example, instead of helping municipalities recruit new businesses as their primary economic development strategy, we're encouraging them to take an 'economic gardening' approach where they nurture their own entrepreneurs and help fledgling companies grow and flourish."

Robinson described two new practices areas – informatics (designing and mining large data sets) and human services – that have been added to the center's traditional local government consulting and economic and community development practices.

"Our informatics group developed because government agencies needed help in using their data to make smart program and policy decisions," Robinson said.

"We have new predictive modeling tools that help public agencies of all sizes identify inefficiencies and improve service delivery. That can translate into significant savings," she said. "We also work across different data systems to track the outcomes of public investments. We can help answer questions such as, 'What happens to people who participate in education and training programs? Does their employment and earnings situation improve?'"

The addition of a human services practice came about in response to economic and demographic shifts.

"We've seen enormous changes over the last decade in the number of residents who don't speak English, don't have jobs or health insurance, and who don't understand how to access services. The CGS human services practice helps agencies understand the scope of those issues in their communities and supports them in developing new programs that connect people to the assistance they need," she said.

"There are several other practice areas we've been developing that hold great promise," Robinson added. These include rural health, local food systems, and digital financial reporting: "These hold tremendous opportunities for improving the quality of life in our communities and helping government operate more efficiently," she said.

Robinson's pre-CGS portfolio includes seven years as deputy superintendent of the Illinois State Board of Education (ISBE); three years as Midwest regional vice president of the National Alliance of Business; three years as director of the Chicago Academy of Finance; and seven years in a variety of strategic planning and economic development roles in the Chicago city government under Mayor Harold Washington.

She holds a master's degree in social development from the University of Chicago and a bachelor's in sociology from the University of Wisconsin-Madison.

Robinson is excited about her new role and about the future of the center she now officially heads.

"This is a wonderful time to have a leadership role in CGS," Robinson said.

"I'm privileged to work closely with Anne Kaplan and so many talented colleagues at the center. They care deeply about the university and how we can contribute to the vitality of our region. Universities everywhere are rethinking their relationships with regions, and NIU is at the forefront of that movement."

This article is reprinted from *NIU Today*



Brown Bag Luncheon

Speakers:

Michael Blue:
FAICP
Community Development Director
City of Highland Park

Michael Garrigan:
Esq, AICP, CNU-A
Village Planner
Village of Plainfield

Scott Goldstein:
AICP and LEED AP
Principal
Teska Associates (Moderator)

Downtown Redevelopment:

How to Plan and Implement Policies that Work

How can municipalities attract retailers, customers, and their residents to their downtowns? If downtowns are the heart and soul of many communities, convincing businesses to invest and residents to shop downtown can often be a challenge. From limited parking to small floor plates of older buildings, attracting new tenants can be difficult. Yet, changes in demographics and expectations of local residents means changing tastes and a desire for strong downtowns where residents can work, play and shop.

We will look at three case studies – Highland Park, which has had a long-term strategy to support retail and residential growth downtown; Northbrook, which is beginning the implementation of a recent downtown plan; and Plainfield, which recently completed downtown streetscape and pedestrian improvements to make the downtown an attractive location for local businesses and residents.



October 17, 2012
11:30 A.M.- 2:00 P.M.
Elk Grove Village Hall
901 Wellington Ave
Elk Grove Village, IL 60007

Bring your own lunch and participate for free, or let us provide a boxed lunch for you. Boxed lunches will cost \$15 each. Please RSVP to Joe Carey at 847-357-4006 or J.Carey@elkgrove.org by October 15 to reserve your seat and indicate if you would like a lunch provided for you. Lunches will only be purchased for those who request them, extra lunches will not be available the day of the event.

Payment and Attendance Policy: Individuals who RSVP and request a lunch are required to issue payment on or by the date of the event. If payment is not received by the date of the event, a \$5.00 invoicing fee will be added to the cost of your lunch. To avoid being charged for your lunch and the \$5.00 processing fee, individuals who RSVP must cancel by the registration deadline.

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Glencoe Park District, Executive Director

The Glencoe Park District (population 9,000) is located in the Village of Glencoe, an independent suburban community located 20 miles north of downtown Chicago. It is a fully developed, 3.8 square mile, mature, architecturally significant community. A five member elected Park Board governs the Park District. The Park Board of Commissioners is seeking a highly qualified Executive Director to lead its organization of 28 full time employees and 225 seasonal/temporary employees. The Park District has a \$7.84 million operating budget. Recreational facilities include an 86,000 square foot community center, a swimming and sailing beach located on Lake Michigan, an outdoor artificial ice skating rink with associated recreation facility, and 44 parks totaling 110 acres of parkland. The Executive Director reports to the Board of Commissioners and is responsible for the management and operations of all departments of the District. The Board of Commissioners seeks an Executive Director with a proven track record in the management and operation of a market driven service portfolio. The Executive Director must also possess excellent leadership, recreation management and human resources skills, public finance acumen, as well as demonstrated oral and written communication abilities. The ability to work in partnership with the citizens, a dedicated community of volunteers, and other local governments is essential. Experience with managing capital projects and utilizing strategic planning is desirable. Successful candidates 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 5-7 years increasingly responsible management and operations experience. Starting Salary Range: \$115,000 - \$125,000+/-, plus excellent benefits, negotiable dependent on qualifications and experience. Residency is not required. Submit résumé, cover letter with salary history and five references by October 22, 2012 to Heidi Voorhees or Terrence Porter, www.VoorheesAssociates.com/current-positions. TEL: 847/580-4246; FAX: 866/401-3100; An Equal Opportunity Employer. For general information about the Park District, visit their website at www.glencoeParkDistrict.com.

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Village of Kenilworth, Management Analyst

Are you interested in a challenging and rewarding career in local government? If so, the Village of Kenilworth may have the perfect opportunity for you. The Village is seeking candidates for the full-time position of Management Analyst. The successful candidate will be provided with the opportunity to gain career-developing experience in a range of local government services including: special projects, finance operations, customer service delivery, park district services, and drafting ordinances/resolutions in addition to the typical range of clerical functions associated with the office of village manager.

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 2 years of experience as an administrative intern for a municipal government. The anticipated salary is \$42,500+/- in addition to a competitive benefit package. Interested candidates are encouraged to send their resume, cover letter and a listing of three professional references to, Patrick Brennan (pbrennan@villageofkenilworth.org). The position will remain open until filled, with the initial review of applicants expected to occur on October 5th.

City of Park Ridge, Manager/Director of Finance

The City of Park Ridge, Illinois (38,000 population) seeks a qualified candidate to execute the principles, practices and theories of governmental finance, budgeting, purchasing, collections, payroll administration, utility billing and accounting. City has a fiscal year 2012/2013 budget of \$60 million. Successful candidate must understand and have demonstrated experience and ability to plan, organize and administer a comprehensive program to provide leadership and direction to the Finance Department staff; set and maintain internal controls; interpret the goals and policies of the City Council under the direction of the City Manager. Strong interpersonal, written and oral communication skills required. Staff support to City Council. Management and supervisory experience very important. Bachelor's degree in Finance or Accounting, plus a Master's degree and/or CPA. Government and corporate experience will be considered. Starting salary \$90,000-\$110,000 dependent on qualifications and experience.

Send resume and background materials by October 5, 2012 to:

Cathy Doczekalski, Human Resources Manager
City of Park Ridge
505 Butler Place
Park Ridge, IL 60068

City of Des Plaines, Financial Analyst

The City of Des Plaines (pop. 58,710) seeks an innovative and energetic professional to join its finance team as a Financial Analyst.

Position Responsibilities

Reporting to the Assistant Director of Finance, this position's primary responsibilities are to assist the Finance Director and Assistant Finance Director with the management and supervision of the finance department which includes, performing professional level accounting duties and applying technical skills to the maintenance, analysis and reporting of the City's financial transactions.

Responsible for overseeing cashiering, utility billing, customer service, grant management and real estate transfers, as well as miscellaneous accounts receivable. Duties include: maintaining the fiscal records of the City; assisting the Assistant Director in monthly and annual close; performing monthly bank reconciliations; reconciling the general ledger and subsidiary accounts and preparing for the annual audit as well as the analysis and preparation of the annual budget. Additional responsibilities in the areas of accounts payable, payroll, cash and investment management and special projects may be assigned.

Position Requirements

Qualified candidates will have a Bachelor's Degree in Accounting or a closely related field, 2-3 years experience in municipal finance or public fund accounting. Candidates should possess considerable knowledge of government accounting and reporting. Experience in the New World System (Logos) as the City's main ERP system is desirable. Excellent oral and written communication skills and analytical skills are essential.

The successful candidate will possess strong administrative, analytical, written, and communication skills. Present salary range: \$59,262 - \$77,041. Appointment salary DOQ. Excellent benefit package.

Compensation and Application Process

Please send cover letter, resume, five work-related references and City employment application by 5 pm, Monday, October 8, 2012 to: City of Des Plaines, Attn: Human Resources, 1420 Miner Street, Des Plaines, IL 60016 or fax 847-827-2292. Employment application and additional information on the City can be obtained by visiting www.desplaines.org.

The City of Des Plaines is an Equal Opportunity Employer

Village of Buffalo Grove, Deputy Village Manager

The Village of Buffalo Grove, a diverse and progressive community located in Chicago's northwest suburbs, is seeking candidates for the position of Deputy Village Manager.

The Community & Organization

Incorporated in 1958, the Village of Buffalo Grove is a premiere suburb located approximately 35 miles northwest of the Chicago Loop. Covering approximately 9.25 square miles, the Village boasts high-quality residential neighborhoods, nationally-ranked public schools, expansive open spaces and several retail corridors. With a 2010 population of 41,496, the Village's median household income is \$88,272, 58 percent higher than the state overall. In addition to the vibrant and stable quality of life

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offered to residents by the Village and its affiliate taxing districts, convenient access to nearby regional recreational, shopping and entertainment opportunities is afforded by the Tri-State Tollway and Illinois 53/290 corridors.

The Village of Buffalo Grove places a high priority on the quality of services provided to its residents and businesses. The Village provides full-service public safety and public works, as well as internal services including information technology, finance and administration. The Village also owns and operates two 18-hole golf courses and a METRA commuter rail parking facility. The organization's annual budget is \$59 million, with \$33.5 million committed to general fund operations. The Village holds AAA and Aaa bond ratings from Moody's Investor Services and Standard & Poor's, respectively, and holds \$13.2 million in bonded debt with a debt-to-EAV ratio of less than one percent. The Village is organized as a home-rule municipality and operates under the council-manager form of government. The corporate authorities consist of six Trustees and one Village President, all elected at large and in staggered four-year terms. The current Village Manager was appointed in 2010, two managers served the Village over the prior 32 years. The Village has enjoyed stability in policy and administration in spite of the difficult economy.

The Position

The Deputy Village Manager serves at the direction of the Village Manager, providing high-level administrative and professional assistance in the coordination, planning, deployment and administration of the Village's human and capital resources and leading the community's economic development program. The Deputy Village Manager provides executive-level guidance to the Village Manager in formulating strategies, policies and plans for the long-term sustainability and operation of the municipal government. In addition to the policy-level duties of the position, the Deputy Village Manager is expected to possess and utilize strong technical and analytical capabilities, with demonstrated experience in financial planning and management, process analysis, technology deployment and economic development.

The Office of the Village Manager consists of the executive leadership, an Assistant to the Village Manager, Village Planner and two administrative secretaries. Satellite functions reporting directly to the Office of the Village Manager include the Human Resources, Information Technology and Building & Zoning departments. Realignment of positions and assignments may be considered upon the selection of a successful candidate for the position.

Challenges and Opportunities

While the Village has enjoyed sustained strong growth and development, the maturation of the community presents unique challenges and opportunities to position the organization for future sustainability, community development and growth, as detailed below:

- The Village Board and executive team are in the process of finalizing its strategic plan. The Deputy Village Manager will be expected to lead the launch of the plan's five strategic themes, developing performance metrics and recommending professional approaches to meet the plan goals;
- The Village is considering the largest single retail/mixed use project in its history, a proposed 65-acre redevelopment of the municipal campus and a portion of the Buffalo Grove Golf Course. The project, if approved, is expected to generate more than \$300

million in new development, 600 new residential housing units and more than 450,000 square feet of new retail space. The proposed project is complex, involving a sophisticated financing, phasing, environmental, land use and redevelopment strategy. The future use of the balance of the existing golf course property will also be evaluated as part of the concept development plan;

- The Village Board and executive team have embarked on a comprehensive infrastructure evaluation program, including the establishment of adequate reserves to maintain high-quality and reliable public facilities. The Deputy Village Manager will have an ongoing role in evaluating and recommending options to improve sustainability, reliability and minimize operating expenses;
- The prolonged economic downturn has necessitated the evaluation of many key positions in the Village. In coming years, further evaluation and recommendation of departmental structure, integrated services, intergovernmental cooperation and alternate service delivery models will be required;
- Redevelopment of aging commercial centers will be necessary to maintain existing sales tax revenues to the Village, as well as to diversify general fund revenue streams; and
- The Village's position as a destination for immigrant populations will necessitate the development of unique communication and engagement strategies.

Qualifications and Experience

The preferred candidate will possess a graduate degree from an accredited college or university in accounting, finance, public or business administration, urban planning or a related field and not less than five years of experience in local government administration, or an equivalent combination of education and experience. Experience in a home-rule, council-manager form of government is also preferred. Work experience in managing organizational development, strategic planning, economic development and redevelopment will be placed at the highest priority. Additionally, candidates must have a thorough knowledge of the following areas:

- Public administration theory, principles and practices, and their applications.
- Local, state and federal government organization and intergovernmental relations.
- Economic development strategies, structure, financing and statutes.
- Management techniques and ability to adapt to changing circumstances.

The preferred candidate will possess knowledge, skills and proficiencies including the following:

- Ability to communicate effectively orally and in writing, including public presentation and facilitation.
- Ability to establish and maintain effective working relationships with public officials, employees, the public, community organizations and development representatives.
- Ability to analyze a variety of administrative and operating conditions and develop sound recommendations for their improvement.
- Ability to evaluate multiple policies and procedures with a strong focus on the best outcomes for the organization.
- Ability to independently supervise high-functioning professionals and administer delegated areas of responsibility.
- Ability to appreciate divergent views and develop policies that are sufficiently accommodating yet equitable.

The ideal candidate will possess a highly-driven and motivated

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approach to local governance, have the ability to maintain decorum in stressful situations, be committed to advancing the profession, be creative and be committed to strategic management.

The salary range for this position is \$100,000 to \$135,000 annually and negotiable dependent upon qualifications. The Village of Buffalo Grove offers a competitive salary and benefit program inclusive of participation in the Illinois Municipal Retirement Fund and group health and life programs. To apply for this position, please submit a cover letter, resume and three-year salary history to:

Mr. Arthur Malinowski, Jr.
Director of Human Resources
Village of Buffalo Grove
50 Raupp Boulevard
Buffalo Grove, Illinois 60089
(847) 459-2549 Phone
(847) 459-7906 Fax
amalinowski@vbg.org

This position is open until filled, however the first review of resumes will occur on October 19, 2012. The Village of Buffalo Grove is an Equal Opportunity Employer.

City of Northlake, Finance Director

The City of Northlake, Illinois (Population 11,878) is seeking applications from qualified individuals for the position of Finance Director. The candidate must be a highly responsible professional and have experience administratively in managing and directing the Financial Department of the City of Northlake.

The City of Northlake is beautiful suburb located on the boarder of western Cook County. Northlake has 92 employees and is Home Rule with a Mayor/Council Form of Government.

Essential Functions & Duties:

This position is responsible for overseeing the Billing, Payroll, Accounts Payable and Accounts Receivable, TIF Districts, Back Account reconciliations, Investments and City Operations, as well as, Accounts Payable and Accounts Receivable. The position also manages the office personnel.

The position is also responsible for Human Resource duties such as Health Insurance and Benefits for all City employees. Also they will keep personnel vacation and sick time, insurance, workers compensation claims, accident claims.

The position also oversees the City Budget with preparation and management and providing financial reports to management and elected officials. Yearly audit, make bond payments, oversee credit card system works with Creekside and oversee the Information Technology program. The City of Northlake Budget totals \$12 million, exclusive of TIFs. Performs other duties as required.

Required Knowledge, Skills, and Abilities:

The Successful candidates for this position must possess comprehensive knowledge of the principles and practices of local government financial management and administration; extensive ability to communicate effectively, orally and in writing; extensive ability to establish working relationships with the Village Board,

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Minimum Education, Experience & Training:

Successful applicants for positions in this class must possess a knowledge level equivalent of a Bachelor's Degree in finance, accounting or other related field. Must have a minimum of seven to ten years of responsible experience in executive level finance administration and accounting, including three years of supervisory and upper management experience. A Master's Degree or higher level certification such as a CPA, MBA, or CPFO is a plus. Must possess and demonstrate sound problem solving, strategic, communications, budgetary, and analytical/management skills. The successful candidate will be an experienced executive with a proven track record in progressive fiscal management and the ability to work closely with department heads and elected official.

The starting salary is \$95,000. Including IMRF and Health Insurance Benefits.

Candidates should apply by October 16, 2012 with resume, cover letter and contact information for five professional references to:

Richard F. Pellegrino
Executive Director, West Central Municipal Conference
2000 Fifth Avenue, Building N
River Grove, Illinois 60171

Email: rpell@westcook.org
Phone: 708-453-9100
Fax: 708-453-1301

The City of Northlake is an Equal Opportunity Employer.

Village of Skokie, Assistant to the Village Manager

The Village of Skokie, IL (pop. 64,784) is seeking an Assistant to the Village Manager to serve as a key member of the Village Manager's management team.

Skokie has an AAA bond rating and was the first community in the United States to have nationally accredited Fire, Police and Public Works Departments.

The position has broad-based duties and has a significant role in ensuring desired organizational outcomes are met. The ideal candidate will demonstrate a "can do" attitude and embody the philosophy and assist the organization in continual improvement. The position is responsible for administering and negotiating utility and cable franchise agreements, managing the government access cable channel, and serves as the Freedom of Information Officer. In addition, the position has an important role in communications, citizen engagement, grant administration, monitoring and analyzing legislation, staffing committees and commissions, special projects and budgeting.

Master's degree in Public Administration and three to five years of municipal experience is preferred. Salary \$60,138 - \$78,605 plus excellent benefits.



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Send resume by October 15, 2012 to Village of Skokie, Personnel Department, 5127 Oakton Street, Skokie, IL 60077. EOE/MF. For additional community information, see www.skokie.org.

Village of Lincolnwood, Assistant to the Village Manager

The Village of Lincolnwood (pop. 12,590), a dynamic, progressive community with beautiful neighborhoods and vibrant commercial districts located just north of the City of Chicago is seeking its next Assistant to the Village Manager. The Village seeks a highly responsible individual to assist the Village Manager and Assistant Village Manager with Human Resources and special projects. Excellent oral/written communication skills, ability to exercise sound judgment, and excellent attention to detail required. The position reports to the Assistant Village Manager.

The position is responsible for a variety of professional administrative and managerial duties including union negotiations, employee relations, benefits administration, risk management, processing personnel documents of a confidential and sensitive nature, leading employee teams, and is Editor-in-Chief of the Village Newsletter.

The candidate's background and experience should include oversight of some of the internal functions of a municipal government. Candidates will possess the following characteristics: global and critical thinker; exceptional interpersonal skills that demonstrate personal integrity and respect; the ability to create and maintain positive, productive relationships within the organization, the Village Board, and the general public; is highly principled, self-confident, a visionary, and has a passion for public service.

Acceptable candidates must have a Bachelor's degree in Public Administration or related field. Master's degree in Public Administration or related field of study preferred. Two to three years related experience and/or training is also required. Candidates must have extensive experience of an increasingly responsible nature in local government administration; some of which shall have been at the minimum level of management analyst or equivalent position. Experience in human resources desired. Salary range is \$65,222.48 to \$86,093.67. Excellent comprehensive benefit package including health and dental insurance, pension, sick and vacation leave.

To apply, send resume and cover letter by Friday, October 5, 2012 at 4:00 p.m. to Douglas Petroschius, Assistant Village Manager, 6900 North Lincoln Avenue, Lincolnwood, IL 60712, or email: dpetroschius@lwd.org. Electronic Submission preferred.

Village of Lake Zurich, Director of Information Technology

Salary: \$88,683 – \$136,843 annual
Deadline to Apply: Open until filled

The Village of Lake Zurich is seeking a qualified individual to fill the position of Director of Information Technology. The Director of Information Technology is responsible for ensuring all information technology functions align with the Village's business objectives and to provide leadership to the organization to ensure effective investment, acquisition, and leveraging of appropriate technologies to meet business and public safety service delivery needs. The Director of Information Technology will research, formulate and deploy long-range strategic goals for the organization including

policy development and service delivery. The Director of Information Technology is the primary contact regarding all information technology needs for Village departments and will work closely with decision makers to identify, recommend, develop, implement, enforce, and support cost-effective technology and communication solutions for all aspects of the organization.

The Village of Lake Zurich (19631) is located in the southwest corner of Lake County approximately 35 miles northwest of downtown Chicago. The Village has a \$45 million operating budget and 171 full-time employees. Lake Zurich is a non-home rule community that is governed by a Village President and a six-member Board of Trustees elected at-large in non-partisan elections and serve overlapping four-year terms. A Village Administrator is appointed by the Board and is the Chief Administrative Officer and is responsible for the day to day operations. The Director of Information Technology serves under the direction of the Village administrator.

Qualifications: Bachelor's degree in the field of computer science, information systems, public administration, business management, or related fields. Applicant must have five years of progressively more responsible experience in a municipal government information technology management, with two years supervisory experience. Applicant should have experience in IT infrastructure, strategic planning and development, project management, policy development, contract administration, systems design, municipal software applications, and IT development from business requirements analysis through to day-to-day management.

Applicants can contact the Village of Lake Zurich Human Resources Department (847-540-1692) for more information, or visit us online at www.volz.org. The Village of Lake Zurich is an equal opportunity employer and considers qualified applicants for employment without regard to race, color, creed, religion, national origin, sex, age, disability, or any other protected factor. Please submit resumes electronically to hr@volz.org, or by mail 70 E. Main Street, Lake Zurich, IL 60047.

City of Wood Dale, Director of Public Works

The City of Wood Dale is seeking a full-time Director of Public Works. The position is responsible for planning, directing and managing the operations of the Public Works department including streets, forestry, storm sewers, sanitary collection, water distribution, wastewater treatment, vehicle maintenance, facilities maintenance, Dial-A-Ride and engineering. The work is performed under the direction of the City Manager.

The successful candidate must possess strong management, organizational, financial, customer service and communications skills. Thorough knowledge of municipal public works operations is strongly desired; however, exceptional candidates with a proven management track record in other fields may be considered.

The successful candidate will oversee roughly 35 employees located in multiple facilities within the City. The successful candidate will be expected to provide data analysis and recommendations on administration, personnel, budgeting and strategic planning activities.

A Bachelor's degree in Civil Engineering or a related field is required—Master's degree preferred—and seven to nine years of responsible public works management experience, or any

equivalent combination of education, training and experience which provides the requisite knowledge skills and abilities for this position.

Salary range is \$87,507 to \$123,034 determined by qualifications. Excellent fringe benefit package offered.

Resumes will be accepted until October 5, 2012 or until the position is filled.

Please send resume with salary history to:

Cristina Petitti

Human Resources Generalist

404 N. Wood Dale Rd.

Wood Dale IL 60191

cpetitti@wooddale.com

The City of Wood Dale is an Equal Opportunity Employer

City of Crystal Lake, Chief of Police

This is an exceptional opportunity to provide dynamic leadership to the Police Department in the largest community of one of the fastest growing counties in Illinois. Under the general direction of the City Manager, the Chief of Police of the City of Crystal Lake provides vision, development, administration, and guidance in all facets of operations of the Police Department.

The minimum job requirements include a Bachelor's Degree in Criminal Justice, Public Administration or equivalent, Master's Degree preferred; at least 10-12 years of related work experience in Police Operations with considerable management experience; graduation from the FBI National Academy or similar credential will be a plus.

A law enforcement professional who is skilled in police best practices, leads with the highest integrity, believes in transparency in governmental services and demonstrates to and demands from his/her staff the strongest ethical values is a desirable applicant for this position. High energy and enthusiasm, excellent technological skills and the ability to communicate effectively in all situations are critical skills one must have to be successful in our organization.

The Police Chief leads a Department of 66 sworn personnel and 36 civilians with an annual operating budget of \$9.9 million. The Fiscal Year 2012-2013 salary range for this position is \$102,544 to \$145,392. Salary is commensurate with knowledge, skills and experience. The City of Crystal Lake will provide an excellent fringe benefit package to the new Chief of Police.

Deadline to submit letter of interest, resume, salary history, three professional references, and completed application is October 15, 2012. Applications can be downloaded at www.crystallake.org.

Finalists will be invited for on-site interviews. A comprehensive reference review and background check will be conducted on the selected candidate by the City of Crystal Lake.

Additional information regarding the City of Crystal Lake, including a recruitment brochure, can be found at www.crystallake.org. For additional information on this opportunity, contact Ann Everhart, Director of Human Resources at 815.356.3653 or aeverhart@crystallake.org.

The application package should be sent to: Ann Everhart, Director of Human Resources, City of Crystal Lake, 100 W. Woodstock Street, Crystal Lake, IL 60014.

The City of Crystal Lake is an Equal Opportunity Employer.

Village of Lindenhurst, Assistant Village Administrator

The Village of Lindenhurst (population approx. 14,462) a developing, progressive, residential community, located 50 miles north of Chicago and just south of the Wisconsin border, is seeking candidates for the position of Assistant Village Administrator.

This is a highly professional and administrative position responsible for assisting the Village Administrator in the development, administration, coordination and oversight of the daily operations of various organizational functions and programs. These activities include supervising the work of Village operating areas, communicating goals, objectives and programs to Village departments and the general public, and assisting in the development and implementation of special projects.

The Village is seeking a candidate with proven leadership, the ability to demonstrate an innovative approach and open thinking. The ideal candidate will be open to change, new ideas and operating approaches, including process reengineering and privatization.

At least three to five years of progressively responsible municipal management experience in local government is required. Educational requirements include a Bachelor's degree in public or business administration, or related field; Master's degree in Public Administration strongly preferred.

The salary range for the position is \$90,687 to \$122,695. Interested candidates should submit a detailed cover letter explaining interest in position and resume, along with four work-related references and three year salary history to: Matt Formica, Village Administrator, 2301 E. Sand Lake Road, Lindenhurst, IL 60046, mail@lindenhurstil.org. Electronic transmission preferred. Application deadline is October 26, 2012. Position will be open until filled.

The Village of Lindenhurst is an equal opportunity employer. www.lindenhurstil.org

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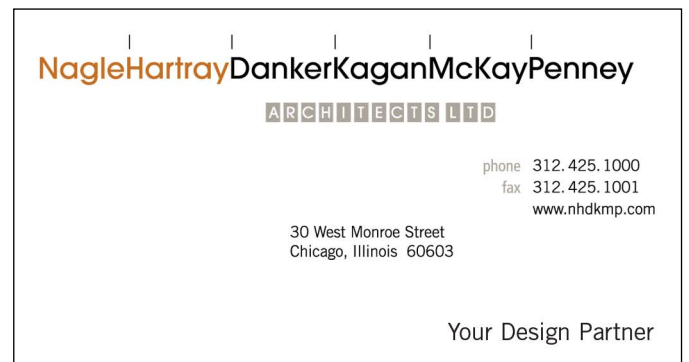
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we have ties.**

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The Communication Tool for ILCMA & IAMMA

Have you joined the ILCMA and IAMMA web portal for knowledge and information sharing? This system will allow ILCMA & IAMMA members to ask questions as you did in the past using the IAMMA listserv. ILGNET provides the following features:

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



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