

City/County Management IN ILLINOIS

Volume 11 No. 2

Strengthening the quality
of local governance through
professional management

SEPTEMBER
2015



In this issue

- President's Column 2
- Welcome Members 3
- Service Awards 4
- ICMA Director Search 4
- Huskie Hack 4
- Corporate Partner Spotlights 5
- IML Managers Monthly Column 9
- ICMA Conference 12
- ILCMA Reception at ICMA 13
- ILCMA Board and Affiliates 13
- Metro Manager Luncheon 14
- Locally Produced Food 16
- IAMMA Luncheon 17
- Managers in Transition 18
- Senior Advisor Column 21
- ICMA Credentialed Managers 22
- IML Booth Sign up 23
- Legacy Project 24
- Midwest Leadership Institute 25
- Job Mart 27



Calendar of Events

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

September 4
SWICMA Meeting
O'Fallon, IL

September 9
IAMMA Luncheon
Hoffman Estates, IL

September 9
Legacy Project 3rd Quarter Luncheon
Woodridge, IL

September 16
Cal-ICMA Coaching Webinar

September 17 – 19
IML Conference
Chicago, IL

September 27 – 30
ICMA Conference
Seattle, WA

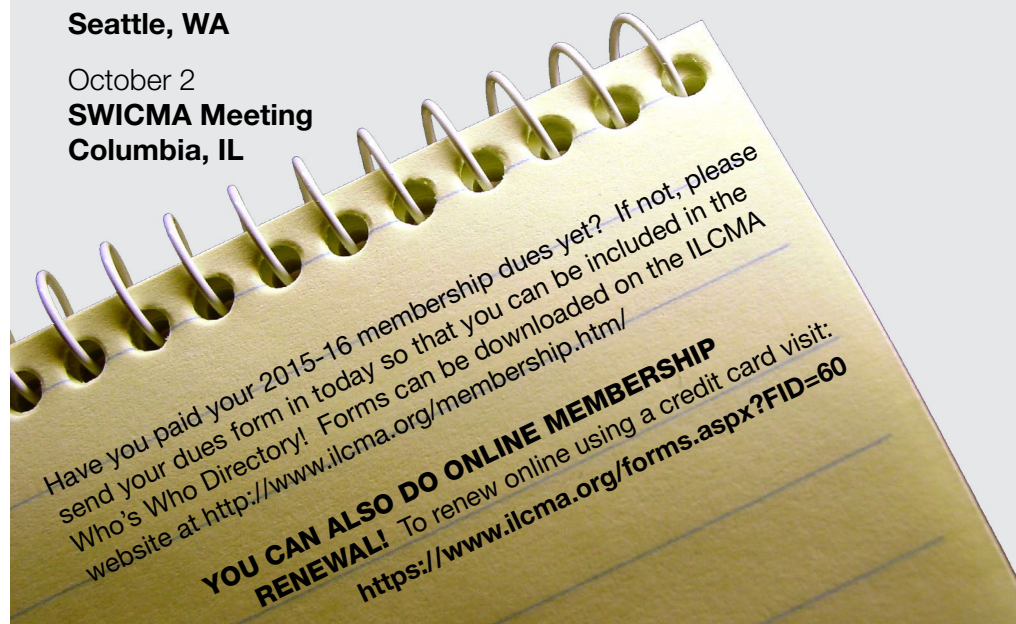
October 2
SWICMA Meeting
Columbia, IL

October 14
IAMMA Professional Development
Location TBA

October 15
ILCMA Professional Development
Lombard, IL

October 15
Metro Manager Luncheon
Lombard, IL

October 21
Cal-ICMA Coaching



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.

President's Column

Advice on the ICMA Member's Role in Executive Recruitments

Reprinted with permission from ICMA

Selecting a chief administrator is perhaps the most important decision that elected officials will make for their community. ICMA members may assist a community in the process by serving as an executive recruiter in a consulting capacity, as a volunteer advisor to the process, or a member of the search committee as long as they can be fair and impartial and will not be a candidate for the position. In order to uphold the values outlined in the ICMA Code of Ethics, members are advised to function within the parameters outlined as follows:

Members can volunteer their time to serve as an advisor to the process or as part of a search committee as long as they will not be a candidate for the position.

In an advisory capacity, members may assist the governing body to identify the preferred attributes and skills of the next manager; write the job description and job ad; outline the process; develop the schedule; make recommendations about the interview questions and process; review resumes; and evaluate candidates. Members should not recommend candidates.

Because the selection of the manager is uniquely the responsibility of the governing body, managers should be careful about influencing the selection of a candidate. To that end, they should avoid participating in the interview with the governing body as well as governing body sessions where decisions are made about finalists and the final candidate.

Members who provide this service on a consulting basis should follow the guidelines on outside employment.

If a member, serving as a consultant or in an advisory capacity, is offered the position or decides to apply for the position, he or she should immediately withdraw as an advisor and the position should be re-advertised. In this way, any appearance of improper influence is avoided.

Members may respond to inquiries from elected officials by providing professional advice but in no case should a member seek out officials to comment on a candidate's qualifications for the position.

The ILCMA Annual Report for 2014-15

can be found at:

<http://www.ilcma.org/DocumentCenter/View/2638>

CHRISTOPHER B. BURKE ENGINEERING, LTD.

9575 West Higgins Road, Suite 600 Rosemont, Illinois 60018
PH (847) 823-0500 FAX (847) 823-0520



*Environmental • Mechanical/Electrical
Stormwater Management • Water Resources
Transportation • Surveying • Structural*

Office Locations:

*Rosemont, IL • St. Charles, IL • Peoria, IL • New Lenox, IL • Evansville, IN
Indianapolis, IN • South Bend, IN • Crown Point, IN • Ft. Wayne, IN • Columbus, IN*



transportation
water
governmental services
senior living
energy
land development

Phone 800.728.7805
HRGreen.com

Aurora | Evanston | McHenry | New Lenox | Rockford | Yorkville

design + construct + own + operate

SAFEbuilt[®]

Building Department Services
Community Planning & Zoning
Code Enforcement

Mike Post Midwest Business Development Manager
(312) 339-0436 • www.SAFEbuilt.com

Welcome New Members!

James Bassett

Franco Bottalico, Village of Lake Bluff,
Administrative Intern

Aaron Deslatte, Northern Illinois University MPA Program,
Assistant Professor

David Fieldman, Village of Downers Grove,
Village Manager

Tyler Isham, Village of Bartlett, Administrative Intern

Lamar Jones, Village of Itasca, Administrative Intern

James Lockefer, Jr., City of Lake Forest,
Management Intern

Allen May, Village of Coal Valley, Village Administrator

Beth McAndrews, Village of Deer Park,
Village Administrator

Kathleen McNamara, Carol Stream, Social Worker

Daniel Meachum, Graduate Student

Jonathan Pape, Village of River Forest,
Management Intern

Joanna Skupien, Village of Norridge, Village Administrator

Margaret Tinberg, Village of Algonquin,
Management Intern

Penny Woods, Village of Coal Valley, Assistant
Village Manager



The Downstate Summer meeting took place in Rock Island on Aug. 13 - 14. Attendees are pictured at the Crawford Company where they make micro-brewers. This was part of a tour of the Quad City area in partnership with the Quad Cities Chamber to explore neighborhood development, trade sector goods, and advanced manufacturing, all through the lens of a burgeoning craft brew scene.

Insurance / Risk Advisory / Employee Benefits

HORTON

Michael E Wojcik, MBA, CFP®, CLU
Senior Vice President

10320 Orland Parkway
Orland Park, IL 60467

www.thehortongroup.com

Phone 708.845.3126
Cell 708.650.1557
Fax 708.845.4126

mike.wojcik@thehortongroup.com

Congratulations to the Following ICMA Service Award Recipients

10 Years

Walter L. Denton
Mr. David L. Dyer
Jessica Frances
Jeffrey R. Mermuys
Albert L. Stonitsch

20 Years

Tim Gleason
Paula Hewson
Michael Jacobs
Kathy Katz
Thomas Mick
Diana Mikula
Kathleen A. Mocarski Gargano
Jeffrey O'Dell
Donald Owen
Mark Rooney
James Snider

25 Years

Jerald P. Ducay
Kathleen Tempesta
Scot W. Wrighton

30 Years

Michael John Earl
John Lobaito
Mary L. McKittrick
Richard A. Nahrstadt
J. David Strahl

35 Years

Steven Jones
Robert Kiely
Alan Zordan

40 Years

Valerie Salmons
Lewis Steinbrecher

Search Process for New ICMA Executive Director Announced

ICMA has begun the search for Bob O'Neill's replacement as ICMA executive director. Long time ILCMA corporate partner, GovHR USA has been selected by ICMA to conduct the ICMA search. ILCMA encourages ICMA members to participate in the process.

For information, please visit http://icma.org/en/Article/106067/GovHR_USA_Outlines_Search_Process_for_New_ICMA_Executive_Director.

Questions about the recruitment process or inquiries about the position can be made by contacting Heidi Voorhees, Joellen Earl, or Lee Szymborski at GovHR USA, www.govhrusa.com.



Illinois Metropolitan
Investment Fund

Laura F. Allen
630-571-0480, ext. 229

Debra A. Zimmerman
618-665-4638

Investing together for
our communities

www.investIMET.com

Smart City's = Smart Tech Challenges Huskie Hack 2015

Northern Illinois University, September 26-27, 2015

Civic challenges are being solicited for Northern Illinois University (NIU) students during the university's first major hackathon. Over 350 students from NIU and across the nation will spend 24-hours addressing challenges submitted by community partners from government and nonprofit entities, educational institutions, health, and emergency services.

If your community seek to enhance government and public services through the use of mobile applications and development of open source technology, submit a challenge today at www.huskiehack.org

Act "smart", be "smart", and engage with students eager to participate in active problem solving. Visit www.huskiehack.org and visit the Submit a Challenge page.



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.

Communicating To Employees About New Irs Statements Under Section 6055 and/or 6056

By: Julie Jagla, Lead Compliance Attorney for Arthur J. Gallagher & Co.

Starting in January, 2016, municipal employees will be receiving statements about their health care coverage from employers and health insurance issuers. Unless municipalities take the time to communicate with employees before January 31, 2016, there will certainly be confusion and questions. Municipalities may want to reduce the confusion by communicating about the statements before January, 2016.

There are two types of requirements. The first, applies only to applicable large employers, "ALE" , (50 or more full-time employees) requires reporting to the IRS about offers of coverage made to full-time employees and providing statements to those employees. The second is reporting to the IRS and providing statements to participants about actual coverage provided. These statements will assist the IRS in administering the Employer Mandate as well as the Individual Mandate that requires individuals to maintain minimum essential coverage or pay a penalty tax. The reports for calendar year 2015 must be filed with the IRS by February 29, 2016, or March 31, 2016, if using electronic filing.

Who reports to the IRS and who gets what statement depends on whether the employer is an ALE and whether the plan is insured or self-funded:

>EMPLOYER NOT AN ALE, NO COVERAGE OFFERED: these employers do not need to file any reports with IRS or provide any statements to employees.

>EMPLOYER NOT AN ALE, SELF-INSURED COVERAGE OFFERED: employer must report to IRS and provide statements about coverage that was provided to each employee who was covered at any time during the year. Also provide statements to covered non-employees (retirees, COBRA). No statements to employees who were not covered at any time during the year.

>EMPLOYER IS ALE, NO COVERAGE OFFERED: employer must report that no coverage was offered at any time during the calendar year to the IRS and provide full-time employees with statements indicating the minimum essential coverage was not offered.

>EMPLOYER IS ALE, COVERAGE IS INSURED: employer must report offers of coverage to IRS and provide

With more than 70 municipal clients in the state, **Gallagher Benefit Services** will consult with your entity on the following:

- » Medical
- » Vision, Dental, Life
- » Other voluntary benefits
- » Long-Term Care
- » Flexible Spending Accounts
- » Healthcare Reform
- » Compliance
- » Property & Casualty
- » Workers Compensation
- » Municipal Retirement/ Executive Consulting
- » Cooperative Purchasing
- » HR Consulting

Gregg R. Aleman
Area Senior Vice President
630.285.3637
gregg_aleman@ajg.com

Erin N. Duffy
Account Executive
630.285.4439
erin_duffy@ajg.com

 Gallagher Benefit Services, Inc.
thinking ahead

statements to every full-time employee showing what coverage was offered. The insurer must report to IRS about actual coverage and provide statements to employees and others who were covered. Full-time employees under the plan will receive two statements – one from the municipality and one from the insurer.

>EMPLOYER IS ALE, COVERAGE IS SELF-INSURED: employer must report to the IRS about both offers of coverage and actual coverage. Provide statements to each full-time employee showing what coverage was offered and actual coverage provided during the calendar year. Also provide statement to non-full-time employees (covered part-timers, retirees, COBRA) who were covered at any time during the year.

Delivery of the statements must be provided to the individuals by February 1, 2016. These statements will be made on IRS Form 1095-C or 1095-B. Statements may be hand delivered or sent first class mail to the employee's last known address. If using hand delivery, then written/signed acknowledgement would be a good idea. Statements may be provided electronically subject to IRS rules which include a requirement that the employee provide specific written consent to receive this information electronically. Consent to receive W2 forms electronically will not satisfy this consent requirement.

Requirements for electronic consent include:

>Prior to obtaining consent, the employer must provide each recipient with a disclosure that includes notice that the person has a right to receive a paper copy, of scope and duration of the consent, of the right to withdraw consent, and hardware and software requirements.

>Consent may be electronic, but only if done in a manner that reasonably demonstrates that the recipient can access the statement in the electronic format in which it

continued on page 11

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.

My Street's Better Than Your Street Compacted Concrete is Giving Asphalt Roller a Run for the Money.

By: Ted Sianis, PE, Clark Dietz

Historically, the use of Roller Compacted Concrete (RCC) has been limited to industrial applications, as its rough surface was not suitable for municipal roadways. However, over the past ten years, improvements in equipment and mix design now produce a smoother and tighter pavement, expanding the use of RCC to local roadways, parking lots, high-volume intersections, and low speed roads. As municipalities look to optimize their budget dollars, RCC is gaining traction as an economical alternative to asphalt.

What is Roller Compacted Concrete?

RCC has the same basic ingredients as conventional concrete, but in different ratios making it a drier mix. It is placed with conventional or high-density asphalt paving equipment, and compacted with rollers. Typically, RCC is constructed without joints and does not need forms or finishing; it does not require dowels or steel reinforcing. Depending on the application, RCC may provide a lower cost, efficient, and durable alternative to asphalt.



Roller Compacted Concrete may provide more benefits than you think.

Low Initial Cost

While the material costs of concrete will fluctuate with supply and demand just as asphalt will, RCC offers additional economies due to the simplified construction process and reduced need for reinforcing materials. As a side benefit, the lighter surface of RCC can reduce urban heat island effect and require less lighting for parking areas.

Less Downtime

The compaction process eliminates forms and finishing, and minimizes labor allowing the RCC to be placed more



quickly and cost effectively than most concrete and asphalt alternatives. In most cases, it can be completed in one pass. Extremely heavy duty pavements may require two passes. Pavement can accept local traffic in as little as four hours after placement and heavy traffic within 24-48 hours.

High Durability, Reduced Maintenance Costs

RCC is a very dry mixture, containing 75 to 85 percent aggregate, which is compacted to compressive strengths greater than 4,000 psi. This provides the density, strength, smoothness, and surface texture for long-term durability. The rigid pavement structure does not rut and can stand up to the abuse of heavy load traffic. In addition, RCC has proven performance in freeze-thaw climates and resists deterioration from petroleum products. The concrete can be saw-cut to reduce cracking and improve appearance, also minimizing the maintenance required.

The benefits of RCC are maximized when strength, durability, and economy are primary needs. In applications such as high speed roadways where a smooth riding surface is priority, the rougher texture of RCC can be overcome by applying a traditional asphalt surface coat.

Keep a Long Term Perspective

As with any roadway project, it is important to consider both the short- and long-term costs associated with the lifecycle of a project or method of construction. RCC can offer many advantages over the lifecycle of the project in regard to material costs, maintenance, and resuming normal service. However, project requirements, budgets, and community expectations will ultimately influence and determine the most beneficial choice for the project.

For more information contact: ted.sianis@clarkdietz.com.

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.

ComEd Grid Modernization Helps Meet Growing Demand for Reliability in Digital Economy, Prepares Region for New Energy Future

By ComEd External Affairs

In our always-on digital world, it's easy to forget how much we depend on electricity. Yet without it, we would not be able to power our homes, pump gas or water, turn-on air conditioners, keep our smart phones and tablets charged and keep us online in a world of increasing connectedness. And businesses would be hard pressed to deliver on their promises without reliable power—especially high tech operations such as the Chicago area's fast growing group of data centers and advanced manufacturing centers.

The need for a stronger, more reliable modern grid is a central focus of ComEd's Smart Grid program, which was created by the Energy Infrastructure Modernization Act enacted by the Illinois General Assembly in 2011. In 2012, ComEd began work on the \$2.6 billion investment program to enhance reliability and serve as an asset to businesses that value a modern, digital-based smart grid.

ComEd is more than half way finished with the grid modernization program and is already delivering on the promises of reducing the frequency and duration of customer interruptions and vastly improving reliability of electric service delivery and customers are experiencing the value of these investments.

Since 2011, over 3.3 million customer interruptions have been avoided. In 2014, overall reliability was in the top 10 percent of large utilities in the U.S. and the last two years are the two best years on record for reliability. In addition, despite increasingly severe and volatile weather, storm restoration performance has improved by 30%.

"Preventing outages is one of our main goals, because the best outage is the one that never happens," said Terence Donnelly, executive vice president and COO, ComEd. "Our investments in smart grid technology and storm hardening are fulfilling the promise we made to reduce outages and improve the reliability of our system for our customers."



powering lives

By 2018, all 4 million customers will receive a digital smart meter, enabling two-way information flow with ComEd, providing customers the data needed to better manage and control energy consumption and costs. Once the smart grid build-out is complete, outages will be automatically detected, eliminating the need to report an outage, which expedites the restoration process.

The Smart Grid program is also boosting the regional economy, creating 3,600 full-time equivalent jobs - well above the projected 2,000 jobs that ComEd estimated as it pursued the Smart Grid law. In addition, ComEd has invested \$1.1 billion in Illinois businesses, including \$415 million with diverse suppliers in 2014.

ComEd is uniquely able to deliver the benefits of the new energy future to all customers with a focus on clean, lean, smart, resilient solutions and on the fair and equitable distribution of benefits and allocation of costs. To help utility customers realize the full benefit of smart grid technology, ComEd introduced legislation this past spring that would establish new energy policy and advance a power grid that's safer and even more reliable than it is today. This legislation calls for increased, affordable energy efficiency, smart integration of renewable energy, enhanced grid resiliency, public electric vehicle charging infrastructure, and fairer allocation of grid costs. Leveraging smart meter technology is central to ComEd's "Future Energy Plan", which it hopes to advance in the General Assembly this fall.

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.

It's More Than Colors and Furniture

by Raegan Porter, FGM Architects.

Interior design is color, texture, lighting, furniture, art and technology, but it is also so much more. Well executed, professional interior design increases brand value, creates a highly motivated workforce and increases revenue streams. There are four aspects to interior design and projects that can be leveraged to really improve the environment of all facilities. These consist of any or all of the following: environmental branding, integrated design, a sense of welcome and spaces that foster health and wellness.



Environmental branding utilizes names, symbols and graphic design within your facility to express the characteristics of your community or the competitive advantages of your services. A branded environment is a powerful way for a person to experience your organization's identity. Using space as a physical embodiment of the brand creates a brand experience. Your brand evokes an emotional connection with your community and defines the perception of your municipality.

Environmental branding will also improve employee satisfaction, retention and productivity, as well as create a better understanding of your organization's mission, vision and values. This will become increasingly important for Generation Y employees who have an average employment tenure of two years and will encompass 50% of the workforce by the end of 2015 and 75% of the global workforce by 2025. The war for retention is on. We are designing for a new generation who measures success by more than profit—they look at recognition differently, they want to make a difference. Leveraging the interior design of your facility will position you ahead in the fight, creating a sense of pride in your staff and the community.

Integrated interior design, having interior designers working collaboratively with owners and architects, creates more functional spaces which increases the productivity of your organization. Technology has enabled today's workforce to be able to work from anywhere, anytime. As the way we work changes, becoming increasingly mobile and organizations will be required to introduce a different kind of working environment. Many employees now desire more collaborative spaces in place of individual work spaces, which can reduce the overall facility needs. Creativity, innovation and improved communication are born from impromptu gatherings fostered by collaboration zones and meeting spaces with and for the community.

The public spaces are just as important as the work spaces even though the lines between the two are blurred more and more. As human beings, we are drawn to places and environments that make us feel good, therefore, creating environments that are welcoming is valuable to your municipality. Great interior spaces evoke joy, enthusiasm, inspiration and make people smile. Public and private spaces should foster a wonderful experience to all that inhabit the environment. People thrive on good energy – and thoughtful interior design will keep employees happy and guests coming back.

Creating environmentally friendly spaces that satisfy the functions of your organization by utilizing cost effective solutions are just the beginning steps of designing a facility that fosters health and wellness. Developing spaces with positive attributes, such as an abundance of light and color, a sense of enclosure and privacy, access to outdoor views, a connection to nature, sensory variety and personal climate control will enhance the environmental healthiness of the workplace.

Indoor environments should have a strong positive effect on your staff's well-being and performance. Designing to enhance employee health will have positive impacts on productivity and other high-value outcomes, including stress reduction, job satisfaction and organizational commitment. Leveraging the interior design of your facility through environmental branding, integrated design, creating a sense of welcome and developing spaces that foster health and wellness you will set your municipality up for long term staff retention and create a positive public image for all.

IML Managers Monthly Column

Motor Fuel Tax Revenue Suspended; July Payment Traditionally Lower than June

By: Joe McCoy, IML Legislative Director and James Arndt, Effingham City Administrator

One of the consequences of the budget stalemate is the suspension of MFT distributions.

The Governor's Office believes that additional authority is necessary before these funds can be distributed. Without such authority, the distributions, beginning with funds that are collected in July (and received in August), will be suspended. While this is certainly problematic, IML has been assured that all suspended revenues will be paid in full, with no reduction, once the distribution authority is eventually granted.

There have not been any issues concerning the distribution of LGDF or sales tax funds, only MFT at this time. The Comptroller's Office has indicated that continuing appropriations from income tax revenue and portions of the sales and distributive funds will be disbursed.

Some of our members have reported that their July Motor Fuel Tax (MFT) payment is notably below the amount received in June. The IML contacted the Governor's Office, the Illinois Department of Transportation (IDOT), and the Comptroller's Office to inquire about the reduction and learned that it is unrelated to the aforementioned suspension of MFT distributions.



Educate. Advocate. Empower.

The July 2015 payment (collected in June) was 35% less than the June 2015 payment (collected in May). IML was assured, however, that it is not unusual for the July payment to be less than the June payment. This is because, each year, the state diverts \$15 million from that monthly disbursement to the Vehicle Inspection Fund.

In addition, the July 2015 payment was 27% less than the July 2014 payment. This larger decrease (July 2014 - July 2015) may be caused by fewer MFT receipts and reduced fuel purchases in May of 2015, as compared to May of 2014.



- ▶ Cash Flow Management
- ▶ Bond Proceeds Management
- ▶ Financial Planning
- ▶ Fixed Term Investments
- ▶ Bank Credit Analysis
- ▶ Investment Banking

Courtney Soesbe: 630.657.6421

2135 CityGate Lane, 7th Floor
Naperville, IL 60563
www.pmanetwork.com

PMA Financial Network, Inc. | PMA Securities, Inc.
Member, FINRA, SIPC

Ancel
Glink | DIAMOND BUSH
DiCIANNI
& KRAFTHEFER

Representing local governments and public officials.
Contact Stewart Diamond or Adam Simon.

312-782-7606 | ANCELGLINK.COM

FOR LOCAL GOVERNMENT LAW, THINK ANCEL GLINK



Elevate Performance

Tap into Sikich's suite of government-focused solutions that uniquely mix real-world insights, best-in-class services, and the personal touch you deserve.

Aim higher at www.sikich.com.

Sikich



GIS/IT Consulting

thomas a. thomey
tthomey@mgpinc.com
847-656-5698 Ext. 704
mobile: 847-366-6235
www.mgpinc.com

Proud service provider for:



AMERICA'S BUILDING RECORDS

Join America's Building Records

A community built for the building industry; a centralized digital repository for any information that will expedite construction across the country, while establishing a monumental record of structures for the future.

1.855.227.2711 www.buildingrecords.us

SIEMENS

Becky Werra, LEED® AP
Energy and Environmental Solutions
Becky.Werra@Siemens.com · (847) 493-7764

Siemens Industry, Inc. · Building Technologies Division
usa.siemens.com/buildingtechnologies



WILLIAMS ARCHITECTS

500 Park Blvd. | Suite 800
Itasca, IL 60143
p 630 221 1212
www.williams-architects.com

ARCHITECTURE | PLANNING | INTERIORS



AFS Alternative Fuel Supply

Turnkey solutions for transitioning municipal fleets towards clean, cost-effective fuels

Call Today For Your Free Fleet Survey!

847-380-2027
sales@altfuelsupply.com



GEWALT HAMILTON ASSOCIATES, INC.
CONSULTING ENGINEERS

Providing Superior Client Service for 30 Years

Municipal Engineering Surveying Environmental Consulting	Water Resources Construction Phase Services GIS	Traffic Engineering Civil Design Transportation Planning
--	---	--

Corporate Headquarters
850 Forest Edge Dr
Vernon Hills, IL 60061
847.478.9700

www.gha-engineers.com

Chicago Branch Office
312.329.0577
Gurnee Branch Office
847.855.1100

CORDOGANCLARK
ARCHITECTS · ENGINEERS · CONSTRUCTION

BRIAN KRONWITTER, AIA, DBIA
Executive Vice President

960 Ridgeway Avenue
Aurora, Illinois 60506
Tel 630.896.4678
Fax 630.896.4987
Cell: 630.209.7525

716 North Wells Street
Chicago, Illinois 60654
Tel 312.943.7300
Fax 312.943.4771
bkronewitter@cordoganclark.com

Advancing Civic Leadership

CLA Courses Qualify for ICMA's Voluntary Credentialing Program

September 16, 2015 – Virtual-Online
The "State" of Illinois Discussion

October 8, 2015 – NIU Naperville
Participatory Budgeting – Engaging the Public in Public Decision Making

October 13, 2015 – NIU Hoffman Estates
Land Use, Economic Development, and Zoning

Full Course Catalog and Online Registration

www.cgs.niu.edu



IT Services
Surveillance
Voice & Data

Current Technologies

An eye on the future of technology

1423 Centre Circle • Downers Grove, IL 60515
630.388.0240 • fax: 630.388.0241 • currenttech.net



Searching for Water and Energy Savings?

Saving water also means saving energy. Our engineering audit will uncover improvements, and the savings will be used to offset the costs. Let us help you find the answers.



For more information, call (847) 207-7268
or visit www.johnsoncontrols.com/water.



855.68GovHR
855.684.6847

GovHR USA
Voorhees Associates GovTempsUSA

WWW.GOVHRUSA.COM

Heidi Voorhees & Joellen Cademartori Earl
Co-Owners

- ★ Recruitment
- ★ Interim Staffing
- ★ Management Consulting
- ★ Professional Development
- ★ Human Resources Consulting

VOORHEES ASSOCIATES LLC
LEADERSHIP IN PUBLIC MANAGEMENT

COMBINED TO SERVE YOU

GOVTEMPSUSA



continued from page 5

will be furnished. Paper consent may be used, but it must be confirmed electronically.

>Recipients must be able to withdraw consent and receive paper statements.

>New consent must be obtained if there are changes in the hardware or software.

The electronic version of the statement must contain all the information required in the paper version.



ICMA 101st ANNUAL CONFERENCE in SEATTLE!

Encourage Your Colleagues to Attend ICMA's 101st Annual Conference in Seattle/King County!

This year's ICMA Annual Conference, September 27-30, in Seattle, Washington, combines a cost-effective, high-quality professional development opportunity; networking; and information sharing—now when you need them most—in a world-class metropolis set within wild, beautiful natural surroundings offering the best of the urban lifestyle amidst the allure of the rugged outdoors, in the heart of the Pacific Northwest. Our conference site boasts an abundance of free or affordable family-friendly attractions, many within walking distance of one another, the city is considered a top destination year-round by kids and parents alike. Last year's 100th Anniversary conference focused on celebrating our past. this year we will focus on preparing local government managers for the future, with a conference theme:

ICMA 101: Mastering the Fundamentals; Shaping the Future

The conference will include educational sessions with interactive room sets and presentation styles; inspirational afternoon “featured speakers”; a “learning lounge,” where small numbers of attendees can hear short presentations on focused topics; an “experts bar” for one-on-one advice on social media, digital devices, and resumes; and more. The planned program is sure to satisfy your need for the latest information about local government management and leadership!

To spread the word about the conference, we ask that you, as a state association officer or staff member, share the information below concerning the 2015 conference scholarships, membership/registration campaign, and discount registrations with your state colleagues through your listserv, email, and other communications, and link directly to the ICMA conference site at icma.org/conference.

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

The preliminary program will be provided in an abridged format in the June issue of PM magazine. Full descriptions and a PDF of the preliminary program will be provided at the conference website at icma.org/conference and at icma.org/pm

Get the latest news:

Follow the ICMA conference at @ICMAConference (tweet about the conference using #ICMA15)

Like us on Facebook and click on the Conference Event and tell us if you are coming to Seattle and see who is attending

Connect with fellow attendees through the Knowledge Network Conference Group to see who's coming, make plans to meet up, or arrange to share a ride or a room.

Visit the conference website!

http://icma.org/en/icma/events/CalendarEvent/100308/2015__101st_ICMA_Annual_Conference



ILCMA Reception at the ICMA Annual Conference in Seattle

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 **Blueacre Seafood Restaurant**, which is just blocks from the convention center.

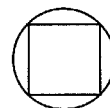
Location: Blueacre Seafood
1700 - 7th Ave. (corner of 7th & Olive St.)
Seattle, WA

Date: Monday, September 28, 2015

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 101st Annual Conference in
Seattle, WA in September!



October Luncheon

Illinois Municipal League's Road Ahead

The Illinois Municipal League (IML) is a 1,222-member statewide organization established to articulate, defend, maintain, and promote the interests and concerns of Illinois communities. It serves a population of almost 11 million Illinois residents and communities of all sizes from Chicago (population 2,695,598) to Valley City (population 13). On October 15th you will have a unique opportunity to meet their new Executive Director, Brad Cole, and learn about the League's plans for tackling these and other key questions facing the membership:

- *What are the biggest challenges facing the Illinois Municipal League?*
- *Coordination and interaction with constituency groups*
- *2016 IML legislative agenda*
- *Communication and media strategies*

Speaker: Brad Cole – In December 2014, Brad was appointed to serve as the new Executive Director of the IML. Prior to his work with the League he served as the Mayor of Carbondale, on the League's Board of Directors, on the League of Cities Board of Directors, and downstate as the director for U.S. Senator Mark Kirk and the deputy chief of staff under former Governor George Ryan. In the private sector, Brad was the senior vice president of Pepsi MidAmerica.

Date: Thursday, October 15, 2015

Time: 11:30 a.m. networking – 12:00 p.m. luncheon

Location: Harry Caray's Restaurant
70 Yorktown Center
Lombard, Illinois

Cost: **\$25.00** check or cash payable at the door (Interns & MITs are Free). There will be an additional \$5 charge for invoicing the cost of the luncheon.

\$55.00 if also attending the ILCMA Professional Development Event:
"Strategies for Development and Maintaining Personal & Team Resilience."

Members in Transition – please e-mail or call Alex below to register

****ILCMA members – invite an MIT to lunch today!!**

RSVP: **By October 2, 2015** at <http://www.ilcma.org/forms.aspx?FID=79>
or to Alex Galindo at agalindo@niu.edu or (815) 753-5424.

Cancellations must be made by October 9.

Any cancellations after that date will require full payment for the luncheon.

SAVE THE DATE

**THE FALL
DOWNSTATE CITY/COUNTY
MANAGEMENT ASSOCIATION
MEETING WILL BE HELD IN
PARTNERSHIP WITH THE
SOUTHWEST ILLINOIS CITY
MANAGEMENT ASSOCIATION**

NOVEMBER 5 – 6

IN

COLUMBIA, IL

**REGISTRATION MATERIALS WILL
BE EMAILED SOON!**

Locally Produced Food: A Way To Grow More Food and the Economy

A new style of farming—one that could restore the family farm to Illinois' prairies and put Illinois back into the business of growing food for human consumption—is described in a recently released report entitled *Locally Produced Food: A Way to Grow More Food and the Economy* by the Center for Governmental Studies at Northern Illinois University.

Authored by Senior Research Associate Patricia Inman, the report describes a new model for small scale food production that can:

- Be located near or even within urban communities since they can be made operational and provide a living income on farms as small as four not-necessarily contiguous acres;
- Provide jobs for a wide diversity of people;
- Create business ownership and career opportunities for women, men, minorities, and immigrants—that require minimal up-front capital investment;
- Enrich local food resources;
- Serve as business incubators;
- Enhance local economic development;
- Substantially increase the percentage of food produced in Illinois that is also consumed in the state; and, very importantly;
- Bring family farming back to Illinois.

Already operating in Illinois and throughout the nation, such farms produce fresh produce and other food goods that are sold in farmers markets, to local restaurants, and sometimes even to grocery stores. With indoor hydroponic growing techniques, such farms can operate year-around, producing as many as seven crops per year. They require minimal investment in land and machinery; supplies necessary to build hydroponic food beds can be purchased in local hardware stores.

Since the acreage used by individual farms need not be contiguous, farming operations can even be located within residential communities where the farm land provides desired open space. Zoning codes may have to be adjusted before such farms can be established within a particular community.

The new style farms described in this report can be the first step in the next evolution of food production and consumption.

Read the full profile here http://www.cgs.niu.edu/Policy_Profiles/policy-profile-v15n2-Locally-Produced-Food-A-Way-To-Grow-More-Food-And-The-Economy.pdf
To read past Policy Profiles reports, visit http://www.cgs.niu.edu/Policy_Profiles/index.shtml

About the Center for Governmental Studies

CGS provides expertise that helps decision-makers implement efficient, sustainable, and cost-effective approaches to economic, social, and information management issues. For more information, please visit our website at www.cgs.niu.edu.



PS We take care of IT

Prescient Solutions

Is Your Network at Risk?

FREE Vulnerability Scan for ILCMA members*

Schaumburg Corporate Center
1515 Woodfield Rd., Suite 880
Schaumburg, IL 60173

847-240-3900
www.pswetakecareofit.com

*Some restrictions apply



MAXIMIZING REVENUES
for local governments

AZAVARAUDIT.COM
(312) 583-0100



SERVING COMMUNITIES THROUGHOUT ILLINOIS.

Please contact Jason Perry or visit our website to learn more about how we can maximize your revenue.



Northern Illinois University
Outreach, Engagement and Regional Development
Information Technology Services

■ Broadband Development Group ■ Illinois Fiber Resources Group
■ NIUNet ■ Illinois Rural HealthNet



IAMMA September Luncheon **Wednesday, September 9, 2015**

Location:

Village of Hoffman Estates Village Hall
1900 Hassell Road, Hoffman Estates 60169

Time:

Intern Meeting 11:00 a.m. Lunch and discussion 11:45 a.m.

Cost: \$15.00 (cash or check) for lunch; interns eat free with attendance at
intern meeting

Checks can be made payable to IAMMA.

Please RSVP for luncheon by Friday, Sept. 4

<http://iamma-september2015.eventbrite.com>

Topics and Trends in Local Government **Small Roundtable Q & A**

A peer discussion on current projects, trends, and topics that are impacting communities. Network and discuss with others in the field— veteran and rookie alike— about projects you are working on and what others would encourage you to do.

This is an open event to all members — new to experienced professionals are encouraged to attend!

Prior to the lunch, interns will meet at 11:00 am for an information session about the organizations and resources available to them as they begin their municipal journey. Brief networking between meeting and lunch session.

Lunch fee covers lunch provided by Chipotle. Please advise in the RSVP what order you prefer (bringing your own lunch is an option too). Interns and first time attendees eat free!

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.

ILCMA Membership Responsibilities For Members In Transition

ILCMA members are encouraged to contact fellow members that are in transition. ILCMA members can help members in transition in the following ways:

- Hire members in transition for interim work and special projects.
- Provide office space and equipment for members in transition.
- When going to ICMA or ILCMA conferences, invite a member in transition to share your room at no cost.
- Invite them to an ILCMA, Downstate, Metro, IACA, SWICMA, Legacy Project, or IAMMA meeting as your guest.
- Monitor the environment. As one hears about a member that may be in trouble, members are encouraged to contact either the ILCMA Executive Director or one of the Senior Advisors.

ILCMA members are asked to help identify ILCMA members as soon as it appears that they are leaving a management position and do not have a new position identified. In addition to monitoring local papers, members should also frequently advise their regional counterparts to notify them of members who may be in transition. Once a member in transition (MIT) is identified, the member should advise the ILCMA Secretariat so that ILCMA support can be offered. ILCMA members are encouraged to personally contact the MIT to provide support. A Board liaison will be assigned to maintain regular (weekly or bi-weekly) contact with the MIT, encourage others to contact the MIT, and will keep the ILCMA Secretariat aware of the MIT's status. The Board liaison will coordinate closely with the Senior Advisors and between the two entities should provide the MIT with the support services available through the ILCMA and the ICMA.

Do you have Special Projects for which you need Additional Help? 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.

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.)

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

George Gray
219-765-7014
write463@gmail.com

Eric Tison
cubguy77@comcast.net
815-956-0156

Tim Ridder
timothyridder@hotmail.com
cell: 399-236-0929
home: 815-492-0040

Erik Bush
erik.bush412@gmail.com



**Our purpose is simple:
to help provide financial
security for our clients and
their families**

John Passananti, CLU
Founder & Senior Managing Partner
The Business Strategies Group of IL
A Division of AXA Advisors, LLC
Tel: (630)575-5000
John.Passananti@axa-advisors.com
www.axa.com

AXA Advisors, LLC.
1515 W. 22nd St., Ste. 300
Oak Brook, IL 60523

AXA Advisors, LLC (member FINRA, SIPC).
1290 Avenue of the Americas, NY, NY 10104.
GE-80880 (10/12) (Exp. 10/14)



AXA ADVISORS
redefining standards®

 **NORTHERN ILLINOIS UNIVERSITY**
Center for
Governmental Studies
Outreach, Engagement, and Information Technologies

**BUILDING
STRONGER REGIONS
THROUGH
INNOVATION
AND
COLLABORATION**

SERVICES TO LOCAL GOVERNMENT:
Strategic planning
Comprehensive survey research
Community and economic development
Demographics and mapping
Economic impact analyses
Professional development
Digital financial reporting

Contact:
Dawn S. Peters
Assistant Director
Public Management and Training
815.753.0923
dpeters@niu.edu

www.cgs.niu.edu

 **SB Friedman**
Development Advisors

tel (312) 424-4250
fax (312) 424-4262
www.sbfriedman.com

**Public-Private Partnerships
Public-Private Development Finance
Market and Economic Feasibility
Impact Analysis
Community and Economic Development
Urban Economic and Policy Studies**

VISION | ECONOMICS | STRATEGY | FINANCE | IMPLEMENTATION

 **CTS**
GROUP
Green
by design.

**Turn-key Solutions for
Energy Efficiency**

- / Engineered solutions improve energy & operational savings
- / Maximize economic and environmental impact
- / Provide safe, comfortable and productive environments
- / Guaranteed price, savings and performance

ctsgroup.com
636.230.0843

 **TRIA**
ARCHITECTURE

*Architectural Solutions To
Meet Your Needs*



James A. Petrakos, AIA, LEED AP
Principal Architect


Rosalinda Mesa
Marketing Coordinator

Office Locations
Burr Ridge | Homewood
630.455.4500

www.TriaArchitecture.com

BKV
GROUP

Architecture
Interior Design
Landscape Architecture
Engineering



*Enriching Lives and
Strengthening Communities*



www.bkvgroup.com p:312.279.0470

 **Farnsworth**
GROUP



Let us help identify state and federal funding sources and engineering design solutions that meet your budget.

Serving Illinois communities for more than a century.
ENGINEERS | ARCHITECTS | SURVEYORS | SCIENTISTS

www.f-w.com // 309.663.8435

Join The Legacy Project for another thought provoking book review, facilitated by Dr. Alicia Schatteman!

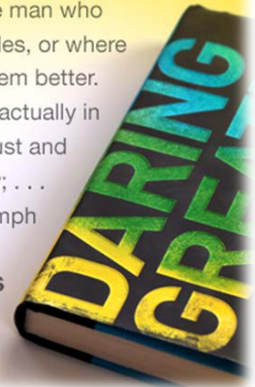
When: Friday, November 13, 2015 at 9:30 a.m. – 11:30 a.m.
Where: Itasca Village Hall - 550 W Irving Park Road, Itasca
What: *Daring Greatly* by Dr. Brené Brown
Cost: FREE!
Register: Email Jennifer McMahon at jmcmahon@warrenville.il.us

This #1 *New York Times* bestseller, written by thought leader Dr. Brené Brown, is a transformative new vision for the way we lead, love, work, parent, and educate by teaching us the power of vulnerability. Brené Brown, Ph.D., LMSW is a research professor at the University of Houston Graduate College of Social Work. She has spent the past decade studying vulnerability, courage, worthiness, and shame. Her 2010 TEDx Houston talk on the power of vulnerability is one of the most watched talks on TED.com, with over 15 million views. For more information on Dr. Brown and her work visit <http://brenebrown.com>.



"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; . . . who at best knows in the end the triumph of high achievement, and who at worst, if he fails, at least fails while daring greatly."

—Theodore Roosevelt



FGM exists to enhance communities by creating quality environments.
Since 1945

Oak Brook 630.574.8300
Chicago 312.942.8461
O'Fallon 618.624.3361

fgmarchitects.com

FGM ARCHITECTS

SPEER FINANCIAL, INC.
PUBLIC FINANCE CONSULTANTS SINCE 1954
WWW.SPEERFINANCIAL.COM

KEVIN W. MCCANNA, CIPFA, CFA PRESIDENT
kmccanna@speerfinancial.com

DAVID F. PHILLIPS, CIPFA SENIOR VICE PRESIDENT/
DIRECTOR OF MARKETING
dphillips@speerfinancial.com

ONE NORTH LASALLE STREET...SUITE 4100
CHICAGO, ILLINOIS 60602
PHONE (312) 346 - 3700
FAX (312) 346 - 8833

BAXTER & WOODMAN
Consulting Engineers

Specializing in the following services:

- Water
- Wastewater
- Transportation
- Stormwater
- Construction
- Municipal
- Technology
- GIS

815.459.1260 • baxterwoodman.com

ALEXANDER WEISS CONSULTING LLC

Alexander Weiss, PhD
President

2705 Ridge Ave.
Evanston IL 60201
Phone 847-332-1160
Mobile 847-644-3930
e-mail aweiss@alexanderweissconsulting.com

Senior Advisor Column



I hope you are having a great summer and have had the opportunity to get out of the office for some vacation. One of the best pieces of advice I was given by a senior city manager when I was beginning my career was: "Remember, Greg, it is not a vacation if you don't miss a board meeting." In keeping with the 41 years of commitment by Senior Advisors to provide advice and counsel to members, I pass this along to you.

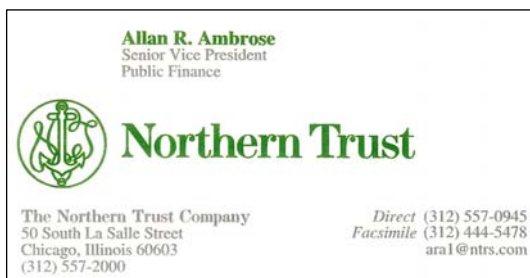
The good news this month is that several of our members that were in transition are once again in service. The sad news is some of our M-I-Ts are not. Please stay in touch with them, and if you happen to have a need for someone to fill an interim position or lead a short-term project, think of an M-I-T first.

ILCMA's Senior Advisors are available to assist communities in the recruitment and selection of managers/administrators and this spring and summer Steve, John, Robin, and I have done so to varying degrees. The ICMA Senior Advisor Program has guidelines that we follow when we provide this assistance which are consistent with the guidelines ICMA provides ALL ICMA MEMBERS to uphold the values of the ICMA Code of Ethics. Members can volunteer their time to serve as an advisor to the process or as part of a search committee as long as they will not be a candidate for the position. Members should not recommend candidates and should avoid participating in the interview with the governing body as well as governing body sessions where decisions are made about finalists and the final candidate. The entire ICMA "Advice on Executive Recruitment" can be found in the MEMBERS ONLY section of the ILCMA website.

The Network of Schools of Public Policy, Affairs, and Administration's (NASPAA) Commission on Peer Review and Accreditation (COPRA) is the specialized accreditor of graduate school programs in public administration, public policy, and public affairs. Gaining and maintaining accreditation requires a significant investment in time on the part of the graduate program through the preparation of a self-study to determine conformance with the accreditation standards, responding to a review of the self-study, and hosting a site visit team. The site visit team consists of two members from academia and a practitioner. NASPAA is seeking to build its cadre of practitioners who bring the real world view to the process thereby aiding the graduate program in providing the quality of training necessary for its students to be successful in our profession today and tomorrow. If you feel that you would like to become involved and to learn more about this worthwhile effort, I encourage you to go to this link <http://accreditation.naspaa.org/for-site-visitors/>. I am more than willing to share with you my experiences from nine visits I have made. If you would like to connect with someone at NASPAA, you can contact Heather Gregory at gregory@naspaa.org. If you are attending the ICMA Annual Conference, NASPAA will be having a Site Visitors' training session from 9:30 a.m.-11:00 a.m. on Monday, September 28.

In the upcoming ILCMA Member Survey, there will be several questions regarding the Senior Advisor Program and your satisfaction with it and with us. You are our customers so your responses are extremely valuable. Let us know how well we are meeting your needs and what suggestions you may have for improvement.

Finally, please keep in your thoughts our members and friends Paul Nicholson, Walter Denton, and Matt Fritz who recently have experienced personal life altering events.





The ICMA Voluntary Credentialing Program recognizes professional local government managers qualified by a combination of education and experience, adherence to high standards of integrity, and an assessed commitment to lifelong learning and professional development. Managers are recognized by ICMA through a peer review credentialing process, and this self-directed program offers an opportunity for interested ICMA members to quantify the unique expertise they bring to their communities. The program also assists ICMA members in focusing and reflecting upon their lifelong professional development experience. Members who participate in the program may earn the designation of ICMA Credentialed Manager granted by the ICMA Executive Board. ICMA Credentialed Managers are viewed with growing distinction by local governing bodies and progressive, civically engaged communities.

What Are the Benefits?

- Recognition as a professional local government manager
- Quantification of the unique expertise you offer
- Demonstration of adherence to high standards of integrity
- Demonstration of commitment to lifelong learning
- Structured and focused professional development plan
- Peer review of professional development activities and learning

Eligibility for Legacy Leaders Program

Access to special workshops and other training for ICMA Credentialed Managers and Candidates, such as the ICMA Gettysburg and ICMA SEI Leadership Institutes

All of us know the importance of continuous learning. ICMA's Credentialing Program gives us an easy way to focus and structure that learning, as well as become involved in coaching younger managers. As members of ICMA, we are already required by Tenet 8 of the Code of Ethics to commit to at least 40 hours of professional development every year. This program encourages you to reflect on your learning, and receive feedback and recognition. Please consider beginning the process today and join your colleagues who are already credentialed.

Congratulations to the following ILCMA members who were recently approved as ICMA Credentialed Managers:

Ellen J. Baer, Orland Park, IL
Donna M. Gayden, Glenwood, IL
Anton L. Graff, Wilmington, IL
Marc P. Huber, Antioch, IL
Douglas J. Petroschius, Lincolnwood, IL

ICMA Credentialed Manager Candidate:
Lowell Crow, Monmouth, IL

**EHLERS**
LEADERS IN PUBLIC FINANCE

Designing Customized Financial Solutions
for Outstanding Communities.

www.ehlers-inc.com

60 YEARS
Strengthening
Communities
Together



Citizen Engagement Technologies

- CRM / 311
- Public Records Management
- Social Media Archiving
- Mobile Platforms
- Code Enforcement & Permitting
- Local Business Technologies

(630) 633 7333 • www.govqa.com

GovQA

MSA
PROFESSIONAL SERVICES

More ideas. Better solutions.®

Champaign: (877) 352-0081
www.msa-ps.com

ENGINEERING • SURVEYING • ARCHITECTURE • ENVIRONMENTAL • PLANNING • FUNDING

AQUA

Aqua America Midwest
1000 S. Schuyler Avenue
Kankakee, IL 60901

Jim Bilotta
Director, Corporate Development

T: 815.614.2042
C: 815.791.7133
jpbilotta@aquaamerica.com
www.aquaamerica.com

An Aqua America Company



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 _____ Email _____

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, September 17

Friday, September 18

_____ 2:00 pm – 3:30 pm

_____ 10:00 am - 11:30 am

_____ 3:30 pm - 5:00 pm

_____ 11:30 am – 1:00 pm

_____ 1:00 pm – 2:30 pm

_____ 2:30 pm – 4:00 pm

_____ 4:00 pm – 5:30 pm*

*There is a Dessert Reception for attendees in the exhibit hall being held from 4:30 – 5:30 pm. on Friday.

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

Please respond by September 10th to:

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

You can also fax or email your response to:

Fax: 815-753-7278

Email: dpeters@niu.edu

Secretariat ■ Center for Governmental Studies ■ Northern Illinois University ■ DeKalb, Illinois
60115-2854

www.ilcma.org

**3rd Quarter
2015 Legacy
Project
Luncheons**



**3rd Quarter 2015
Upcoming Luncheons**

Brown Bag (bring your own)

July 22, 2015

Geneva Fire Department
200 East Side Drive, Geneva

August 26, 2015

Arlington Heights Village Hall
33 S. Arlington Heights Road

September 9, 2015

Woodridge Village Hall
5 Plaza Drive, Woodridge

Luncheons are held on Wednesdays—
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.

**Women and the Art of Powerful
Persuasion and Principled Negotiation**

Speaker: Maureen Haga

Most of us persuade and negotiate every day. Powerful persuasion and principled negotiating will pay big dividends in your career and private life. During this 60 minute Brown Bag Lunch session we will discuss how to persuade and negotiate to produce good relationships and outcomes. During the lunch session, we will:

- Discuss the differences and similarities between persuading and negotiating and when to use each or both.
- Introduce 5 different negotiating behavior styles and discuss benefits and limitations of each style.
- Share research and insights on how women persuade and negotiate differently.



With more than 25 years of experience in sales workforce training and leadership development, Maureen Haga understands how to motivate and coach a workforce to execute well-managed growth strategies. As president of M2Execution a Naperville, Illinois based firm, she uses a highly collaborative approach to enable clients to

strengthen mission critical skills to achieve strategic objectives. She serves as a trusted advisor to small businesses, corporations, NFP's and associations, successfully facilitating cultural transformation changes within these organizations resulting in achieved strategic goals.

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

www.legacyprojectnow.org



Midwest Leadership Institute

Helping local government navigate a complex world in a time of disruptive change

Approach

A basic premise of the Midwest Leadership Institute is that successful outcomes in local government require a deep understanding of interpersonal leadership. The ability to understand individual and organizational behavior and the ability to diagnose why people act the way they do is crucial. The courage and discipline to admit when you do not know what you do not know, which requires you to know yourself and your emotions, is also a focus of the Institute.

Who Should Attend

Local government professionals including chief administrative officers, assistants, and department heads interested in advancing their career who would like to:

- Thrive in an increasingly complex world with multiple personalities, competing self-interests, questionable ethics and the prominence of the information age.
- Function in a complex world with challenges facing local government professionals that can make leaders feel like the healthiest person in the emergency room.
- Implement sound judgment, an important concept of the Institute, which will help guard against blind pathology and acting without the proper analysis.

The Institute customizes learning to the needs of the participants. Learning in teams focusing on real world local government scenarios is a critical component of the Institute.

Curriculum

The Institute is an intensive 4.5 day program with both an internal self-focus and an external organizational focus. The Institute consists of nine learning pods including lectures, exercises, team discussions and team presentations.

The nine learning pods are as follows:

1. Leadership in the New Order of Things and Fundamental Concept for Leading People
2. Judgment – The Foundation to Successful Leadership
3. Emotions – The Ultimate Motivator
4. Self-Awareness – Overlook at your Own Risk
5. Resistance, Motivation and Performance
6. The Unique Challenges of Public Sector Ethics
7. Groups Committing to Reality
8. Aligning Goals, Tasks and Relationships
9. Balancing the Competing Needs of Work, Family and Self

If you are an **ICMA Credentialed Manager**, the Institute includes practice areas 1,2,6,8,9,13,14,17,18

Instructors

A cross-disciplinary team of leading local government practitioners and experts in executive coaching and leadership development presents the program

- David E. Morrison, M.D.
- Daven Morrison, M.D.
- David M. Limardi, Midwest Regional Director, ICMA, MPA, ICMA-CM
- Robert Kiely, City Manager, Lake Forest, MPA, ICMA-CM

Logistics

Each program is limited to 30 participants to ensure time for one-on-one individualized coaching as well as small group and all-participant events. Tuition for the entire 4.5 day Institute is \$1800 for ICMA members or \$2000 for non-ICMA members and includes course materials, continental breakfast daily and lunch four days. Organizations that send multiple participants are eligible for tuition discounts. Please see below for contact information.

The Institute will be held **April 11 – 15, 2016** at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

Visit www.cgs.niu.edu/midwest_leadership_institute for more program details and area lodging options. Please contact Dawn Peters at dpeters@niu.edu or call her at 815-753-0923 with questions.

Register Today

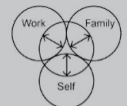


NORTHERN ILLINOIS UNIVERSITY

**Center for
Governmental Studies**

Outreach, Engagement, and Information Technologies

Limardi Consulting,



**MORRISON
ASSOCIATES**



The ILCMA Professional Development Committee Presents

Strategies for Development and Maintaining Personal and Team Resilience

Municipal managers must work through stressful challenges, particularly when managing during changing economic and political landscapes. We are faced with adapting our management styles, our systems and our teams. We are asking more of our staff who are responding to persistent demands for more services for less cost, while the public's perception of government is not likely to improve soon.

This presentation will provide information and strategies for:

- Identifying and overcoming adversity for yourself and your team
- Determining the situations that challenge your values and how to avoid them
- Re-energizing yourself in challenging situations
- Find sources of insight and inspiration
- Maintaining a more positive mindset during adversity

John Fontana will facilitate this important and timely discussion about resilience, which has the potential for long lasting improvements for you, your team and your organization. John is President of Fontana Leadership Development, Inc., an organizational and leadership development firm that provides consultation, educational and facilitation services to improve the effectiveness of leaders in managing individual development and organizational change. John is an associate at Morrison Associates Ltd. in Palatine Illinois and has 25 plus years working with city and village managers.

Date:	Thursday, October 15, 2015	
Time:	8:30 a.m.	Registration and Continental Breakfast
	9:00 – 11:30 a.m.	Presentations
Location:	Harry Caray's 70 Yorktown Center Lombard, IL	Addresses ICMA Practice Areas 1 & 18: Staff Effectiveness and Personal Development
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 Oct. 10	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 Oct. 10.**
Any cancellations after that date will require full payment.*

Job Mart

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

City of Woodstock, Economic Development Coordinator

The City of Woodstock, an exciting far northwest community of approximately 25,000 residents located in McHenry County about 50 miles from Chicago, with a Metra stop on the Union Pacific NW train line within walking distance from City Hall, is accepting applications for a full-time position that serves as a main point of contact on matters relating to the City's economic development activities. Reporting to the Economic Development Director, position plans and coordinates marketing of the City as a business destination. The purpose of the Economic Development Coordinator is to position Woodstock as an economically viable, business-friendly marketplace, with an exceptional quality-of-life environment.

Example of Duties and Responsibilities:

Serves as economic development point of contact for new business site selection inquiries, and for existing business relocation/expansion efforts.

Markets Woodstock as business destination via multi-disciplinary/multi-media tools.

Develops and maintains ongoing relationships with all local business leaders, realtors, commercial brokers, site selectors, and corporate and entrepreneurial business prospects, to ensure Woodstock's positive identity as a destination marketplace.

Identifies niche retail and commercial entities appropriate to Woodstock, initiates contact and pursues their relocation/expansion to this market.

Researches and produces marketing materials; makes public presentations and media contacts; serves as a representative of the City to local, regional and national economic development organizations.

Maintains and updates City's website as it pertains to all aspects of economic development and promotes this resource to target audiences.

Monitors local, state and federal legislation, economic data and trends; analyzes information and produces reports to build awareness with employees and the public.

Assists Economic Development Director in development and implementation of economic strategies, policies, financial assistance, grant proposals and feasibility of projects.

Minimum Qualifications

Bachelor's degree in Business or Public Administration, Marketing, Urban Planning, or related field, and two to

four years' progressively responsible relevant experience. Experience with economic development-related activities and organizations highly desired; CECd, EDFP or AICP certification a plus.

Excellent oral and written communication skills.

Solid marketing and computer skills.

Valid driver's license with good driving record.

Equivalent combination of education and experience may be considered.

Salary and Benefits

Salary Range: \$43,400 - \$67,351.71 based on qualifications and experience, with excellent benefit package

Application Process

An application for this position may be obtained from the City website at www.woodstockil.gov or by e-mailing to request one at humanresources@woodstockil.gov. A completed City of Woodstock job application with a resume and cover letter outlining how the minimum qualifications above are met should be emailed to: humanresources@woodstockil.gov. If electronic submission is not possible, the above may be delivered to the City of Woodstock HR Department, 121 W. Calhoun St., Woodstock, IL 60098. The City reserves the right to select only the most qualified applicants for an interview. The City of Woodstock is an Equal Opportunity Employer.

APPLICATION DEADLINE: Friday, September 11, 2015, 5:00pm

Park District of Highland Park, Planner

Directly responsible to and working in close contact with the Director of Planning and Projects, the Planner will: assist or lead large and small-scale property and facility planning efforts; organize and conduct public Neighborhood Advisory Committees leading to the development and renovation of parks and facilities;



10 South Shumway Avenue
Batavia, Illinois 60510
630.406.1213

4212 Old Grand Avenue, Suite 101
Gurnee, Illinois 60031
847.336.3428

www.kluberinc.com

Job Mart

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

prepare written, graphic and oral project updates and other presentations/reports to staff, elected officials and the community; create project budget estimates and participate in capital planning; lead the development of project specifications and plans, bidding documents and contracts for construction; manage the construction process; develop the Planning and Projects department annual operations budget through careful consideration of past history and projected needs.

Position Requirements

Bachelor's degree in Municipal Planning (various), Park and Recreation Administration, Architecture, Engineering, Project Management or closely related discipline from a four-year college or university; five years minimum appropriate experience in municipal environment; or equivalent combination of education, experience and training which provides the required knowledge, skills and abilities. Related professional certification is essential. Proficiency in CAD design is preferred. Must have the proven ability to effectively lead projects and work well with staff, partner municipal agencies and contractors. A candidate must possess exceptional communication skills and customer service skills.

Compensation and Application Process

The Park District of Highland Park offers a competitive salary between \$53,252 and \$79,878 (DOQ) and benefits, including: medical/dental/life, 457 deferred compensation plan, employee assistance program, training programs and more. Please apply online at <http://www.applitrack.com/pdhp/onlineapp/default.aspx>.

The Park District of Highland Park is an equal opportunity employer.

City of Burlington, WI, Director of Public Works

Burlington, Wisconsin (pop. 10,511), a growing, full-service community located in Racine County approximately 30 miles southwest of Milwaukee and 70 miles northwest of Chicago, seeks an experienced Director of Public Works. Located along the banks of the Fox and White rivers, Burlington offers a superior quality of life. The community has excellent schools, a thriving downtown and several successful industrial parks.

The Public Works Department provides a wide range of services. The Park & Streets division provides traditional public works services; the Parks program is responsible for maintaining public facilities, outdoor parks, and recreation facilities, and the Street division provides maintenance



Mortenson
construction

Erin Fiegel, ASLA
847.981.8600
www.mortenson.com

Building what's next.



CAMOSY

CONSTRUCTION

Construction Managers • Design Builders • General Contractors

www.camosy.com
43451 N. US Hwy 41, Zion, IL, 60099-9455

BUILDING TRUST SINCE 1910



IPRF
ILLINOIS PUBLIC RISK FUND
Cost Control Through Cooperation Since 1985

IPRF is the premier and preferred provider of Workers' Compensation Insurance in Illinois. We lead by example and set our standards high for others to follow.

For more information, visit
www.iprf.com

Job Mart

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

of public streets and drainage ways, and winter snow plowing, as well as maintenance of street signs and traffic signals. The Public Utilities division has two areas: Water and Wastewater. The Water division assures adequate water flows and pressures for public consumption and firefighting purposes. Water is obtained from five wells, with an average daily usage of 2.5 million gallons (peak capacity of 5.5 million gallons). The Wastewater division is responsible for the treatment and disposal of all wastewater that is generated in the Sanitary Sewer Service Area. The City also operates a municipal airport.

Qualified individuals will have a strong background in organizing and directing the administrative, management and operational functions of a Public Works Department. The Director of Public Works oversees 28 full/part-time employees and manages approximately \$8.8 million in departmental and enterprise fund budgets. Candidates must have at least five years increasingly responsible experience in an upper management position in a Public Works Department of comparable size and complexity as Burlington.

A Bachelor's Degree in science, engineering, public administration or closely related field (plus water license; advanced wastewater license) is required. A Master's Degree or P.E. is strongly desired. Candidates should possess strong skills and/or experience in effective service delivery, creative problem solving, and public presentations in a team-management approach. Excellent interpersonal/communication skills are essential. A demonstrated enthusiasm for working closely with elected and appointed officials is also important. Salary is \$87,000 +/- DOQ, plus excellent benefits. Residency is encouraged.

Candidates should apply by September 18, 2015 with cover letter, resume, and contact information for five professional references at www.govhrusa.com/current-positions/recruitment attn: Lee Szymborski, Senior Vice President, GovHR USA, 650 Dundee Road, #270, Northbrook, IL 60062. Tel: 847-380-3240. The City of Burlington is an Equal Opportunity Employer.

Village of Chatham, Village Administrator

Village Administrator, Chatham, IL (pop. 12,077). Chatham is located immediately south of Springfield in central Illinois and is easily accessible from both I-72 and I-55. The Village has experienced rapid residential growth since 2000, and features several attractive subdivisions

with upscale housing. The community has an excellent school system, easy access to higher education, a new library facility, and many leisure opportunities, including golf courses, Lake Springfield and adjacent natural areas, and many recreational opportunities.

The Village Administrator is appointed by the Village President with the advice and consent of the Village Board. The Board has 6 Trustees serving 4 year staggered terms. The Village Administrator works collaboratively with all elected officials. The Village currently operates with a budget of \$ 23.4 million and 55 employees

Candidates must have a bachelor's degree, with a master's degree in public administration or business administration or related area of study desired. Engineering background or construction management will be considered a plus. Five to seven years of increasingly responsible local government executive level experience is preferred. This includes administrator or assistant administrator leadership experience in a similar or larger organization. Equivalent education and private sector experience will also be considered.

Candidates must possess proven managerial and interpersonal skills to lead an organization responding to a growing and dynamic community. Strong planning and economic development background is preferred. Good communication skills are essential for working with the Board, staff and the community, including utilization of social media. Experience negotiating union contracts is preferred. Experience with water and electric service is desired. The complete position profile is available on the Village website, www.chathamil.net.

Residency is required within a reasonable time after appointment. Starting salary commensurate with education and experience, currently \$105,000. Excellent benefit package. Candidates should apply by September 25 to insure consideration. Cover letter, resume and contact information for five work related references must be sent to: Ms. Jill Butler, Human Resources, Village of Chatham, 116 E. Mulberry Street, Chatham, IL 62629 or jbutler@chathamil.net.

HORNER SHIFRIN
www.HornerShifrin.com
Engineering Design Solutions Since 1933
O'Fallon, IL • Rochester, IL • St. Louis, MO • Springfield, MO • Poplar Bluff, MO

 **Robinson**
ENGINEERING
Municipal Expertise. Community Commitment.
CHAMPAIGN FRANKFORT ITASCA KANKAKEE OTTAWA SOUTH HOLLAND MCHENRY MERRILLVILLE, IN
www.reltd.com
877.256.9051

Experience you can count on.
Put our public finance expertise and capabilities to work for your community.
800-686-4346
rwbaird.com/publicfinance
©2015 Robert W. Baird & Co. Incorporated. Member SIPC. MC-43457.


Public Finance


McGrath
CONSULTING GROUP, INC.
Fire/EMS/Police Consulting
Human Resources Consulting
Providing over 50 years of public safety and human resources expertise.
815.728.9111
www.mcgrathconsulting.com

HITCHCOCK
DESIGN
GROUP
creating better places®

Planning | Landscape Architecture
www.hitchcockdesigngroup.com

 **Engineering Enterprises, Inc.**
Meeting Municipal Engineering Needs Today

- Water
- Wastewater
- Stormwater
- Land Surveying
- Transportation
- GIS

Planning • Design • Construction
52 Wheeler Road, Sugar Grove, IL 60554 ~ (630) 466-6700 tel ~ www.eeiweb.com

 **Constellation®**
An Exelon Company

A publication of: Illinois City/County Management Association, Illinois Association of Municipal Management Assistants, Metropolitan Managers Association, Downstate City/County Management Association, Southwest Illinois City Management Association, The Legacy Project

This newsletter is published ten times a year by the Secretariat.
The deadline for ads or article submission in the newsletter is the 10th of the month prior to each month's issue.

Executive Director/Editor
Dawn S. Peters
Phone: 815-753-0923
Fax: 815-753-7278
dpeters@niu.edu

www.ilcma.org

ICMA Senior Advisors in Illinois

Ready to serve you in times of need.
Contact information for Senior Advisors:

Greg Bielawski
630-462-1876
g_bielawski@hotmail.com

Steven Carter
217-359-1338
stevenccarter@sbcglobal.net

John Phillips
309-428-5495
phillipsjohn99@gmail.com

Robin Weaver
630-835-6417
rweaver3333@gmail.com

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:

- Displays the most current 10 questions asked
- Enables you to search question and answer history
- Allows you to build your own profile so that it is personalized to your interests
- Ability to opt in/out of categories and tailor options for receiving information
- Ability to capture, store, sort and view all current and archived information
- See the latest questions from both associations – as well as your topics of interest
- Ability to respond to a posted question as well as an emailed question

To join please go to www.netqa.org/ILGNET/_cs/GNSplash.aspx or www.ilcma.org. and follow the instructions.