



City/County Management *in* ILLINOIS

Strengthening the quality of local governance through professional management

September 2010

In This Issue

President's Column	2
Welcome New Members	2
Pension Fairness	3
Who's Who Directory Update	3
Corporate Partner Spotlights	4-5
Range Rider Program	6
IML Managers Monthly Column	7
IML Conference Volunteer Form	8
ICMA Conference	9-10
MIT Program	11
<i>Blueprint for Building Community</i> Workshop	12
Job Mart	13-18



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Calendar of Events

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

September 8, 2010

IAMMA Luncheon

Burr Ridge, IL

September 21, 2010

Pension Reform to IL Police & Fire Hearing

James R. Thompson Center
Chicago, IL

September 23 – 25, 2010

IML Annual Conference

Hilton, Chicago, IL

September 30, 2010

Metro Manager Meeting

Lombard, IL

September 30, 2010

ILCMA Professional

Development

Lombard, IL

October 17 – 20, 2010

ICMA Annual Conference

San José, CA

November 4 & 5, 2010

Downstate/SWICMA Joint Meeting

Fairview Heights, IL

November 10, 2010

IAMMA Luncheon

Location TBD

November 18, 2010

Metro Manager Meeting

Lombard, IL

November 18, 2010

ILCMA Professional Development

Lombard, IL

December 8, 2010

IAMMA/Metro Holiday Luncheon

Lombard, IL

President's Column

By John C. Phillips, City Manager, Rock Island and Chair of the Committee on Professional Conduct

One governor is in jail. Another is on trial. There is National publicity about extraordinary salaries for city officials in Bell, California. Is it any wonder that citizens are skeptical and often cynical about their government? These highly publicized stories and others like them can cast a shadow over the dedicated public service of the thousands of people who serve in local government. It is more important than ever for members of ICMA and ILCMA to dust off, embrace and celebrate the ICMA Code of Ethics. This code and the guidelines it offers distinguish members of our profession from the wide range of people who work for state and local government in our country. Too many conclude that if it doesn't violate the law, it is OK. Members of ICMA and ILCMA understand that the ethical guidelines in the Code of Ethics pose a much higher standard of conduct.

ILCMA has adopted the ICMA Code of Ethics and all members of ILCMA are expected to conduct their personal and professional lives according to the tenets and guidelines of the code. ILCMA has established a standing committee named the Committee on Professional Conduct. This committee has the responsibility to serve as a fact-finding committee to review ICMA ethics complaints or questions related to the conduct of Illinois members. The committee is also charged with the responsibility to make sure that education and training is offered to members and that the Association promotes the highest standards of ethical conduct.

The Committee on Professional Conduct and the entire Board of ILCMA has promoted the Code of Ethics by offering training at many of the ILCMA conferences and training sessions. Fortunately, it has been rare that violations have been reported and even rarer that sanctions have been imposed.

As a member of ILCMA, please consider the following:

- Read the Code of Ethics at least one time per year. The Code can be viewed at www.ilcma.org.
- Participate in any training on ethics that is offered and available by ILCMA or ICMA.
- Consider periodic ethics training for your staff to reaffirm the importance of an ethical culture within your organization.
- When given the opportunity, promote the Code of Ethics to citizens and elected officials so they understand that our profession has high expectations for ethical conduct.
- When faced with an ethical question or decision, don't hesitate to seek advice. ICMA, ILCMA, a trusted colleague, or an ILCMA range rider are resources you should consider using.

All members of ILCMA should be proud of the work of the Association to distinguish our profession as one with high ethical standards. It is important that all members take responsibility to understand the Code of Ethics and live and work in accordance with these guidelines. We may not have much influence over the actions of future governors, but we can continue to be proud of the dedicated work of the people in our profession.

IML Managers Committee Vacancy

There is a vacancy on the IML Managers Committee for a Chicago Metro area manager. The IML Municipal Managers Committee shall serve as a liaison between the Association and the Illinois Municipal League participating with the League on legislative and other matters of mutual interest and concern to local government in the State of Illinois. Committee members may be called upon to provide analysis and expertise in a variety of areas, including but not limited to financial management, personnel and labor relations, training and staff development, legislative mandates and other operational impacts or issues affecting local government. The chair and the term of the chair and members are determined by the Illinois Municipal League. This committee meets on a monthly basis, typically via conference call. If you are interested in serving on this committee please contact ILCMA President Bob Irvin at irvin@village.lincolnshire.il.us or 847-913-2335.

Welcome New Members!

Daniel Laurila, Village of Lake Zurich, Finance Intern
Melissa Foster, Village of Berkeley, Administrative Intern
Deletra Hudson, City of East St. Louis, Interim City Manager
Jon Cameron, Ruekert-Mielke, Economic Consultant
Bobby Dufkis, Assurance Agency, Ltd., Senior Vice President
Zachery Creer, City of Geneva, Administrative Intern
Sarah Kuechler, Village of Hoffman Estates,
Administrative Intern
Evan K. Teich, Village of Itasca, Administrator

Pension Fairness for Illinois Communities Coalition Update

The Pension Fairness for Illinois Communities Coalition spent the spring legislative session working on public safety pension reform and came very close to getting a modified system for new employees and several other important changes approved. A provision creating fiscal penalties for municipalities that was inserted into House Bill 5873, Senate Amendment 3 at the request of the public safety unions ultimately forced municipalities to oppose the bill in that form. The amendment did not emerge from the Senate Executive Committee.

The Coalition continues to work on public safety pension reform in advance of the upcoming November veto session. This time the effort will be run through the House, which has created a sub-committee of the Personnel and Pensions Committee to focus on these reforms.

A hearing of that sub-committee is scheduled for Tuesday, September 21 at 10:00 a.m. at the Thompson Center. Members of the Coalition will be taking the lead in presenting the pension reform platform at that hearing.

Critical to successfully advocating for pension reform is ensuring that the municipal voice is unified in its message. Critical to successfully advocating for pension reform is ensuring that the municipal voice is unified in its message. Therefore, please forward any input to the Illinois Pension Fairness Coalition by contacting either Mark Fowler or Larry Bury at 847-296-9200 or Roger Huebner or Joe McCoy at 217-525-1220.

Follow up from municipal leaders will also be a key component in the weeks leading up to the veto session (November 16-18 and November 30 – December 2). The Coalition has been working with its members to provide them the materials needed to prepare for educating constituents and lobbying current and potential legislators over the coming months.

The ILCMA is a Foundation Partner in the Pension Fairness for Illinois Communities Coalition. To learn more about becoming a municipal member of the Coalition, please go to www.pensionfairness.org.

Who's Who Directory Update

Robin Weaver has been appointed the Director of Public Works in the Town of Normal.

Her new contact information is:

Robin Weaver, Director of Public Works
Town of Normal
100 E. Phoenix Avenue
P.O. Box 589
Normal, IL 61761-0589
rweaver@normal.org
309-454-9576



ILLINOIS MUNICIPAL LEAGUE 97TH ANNUAL CONFERENCE

September 23-25, 2010

**Don't forget to visit
the ILCMA booth at the
IML Annual Conference!
Booth #510**

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.

Stormwater Utility Financing to Address Growing Stormwater Concerns

By Charles J. Johnson, Senior Vice President, Clark Dietz, Inc. - Engineers
The severe storms of this year have caused many municipalities to address outcries from residents asking what will be done to correct their flooding problems. Many municipalities have put minimal emphasis on stormwater management for years since the only time stormwater infrastructure received attention resulted from a severe storm. Severe storms and the promulgation of the EPA's Phase II stormwater quality regulations have created a new awareness to the importance of stormwater management. Municipalities are beginning to recognize that their stormwater infrastructure is deteriorating and that development is putting new demands upon it.

In addition to the attention stormwater infrastructure is receiving due to the severe storms and the EPA's NPDES Phase II mandate, GASB 34 requires a municipality to either depreciate their stormwater infrastructure or inventory it and maintain/upgrade it.

Communities are now struggling with how to fund their cost of stormwater infrastructure maintenance, state/federal mandates, and capital improvements without adversely impacting other municipal services.

Alternate funding sources that communities have considered include increased property tax, sales tax, utility tax, food and beverage tax, and stormwater utility fee. All of these sources have the ability to provide revenue for funding stormwater infrastructure. Of these sources, only the stormwater utility fee provides an equitable, dedicated, stable source of revenue to support ever increasing stormwater management needs.

The use of a properly established stormwater utility fee to fund the ongoing cost of maintaining stormwater infrastructure is growing significantly. There are over 650 stormwater utilities established in the United States. In Illinois, Moline, Rock Island, Morton, Normal and Bloomington have established stormwater utilities. Champaign, Urbana and Decatur have hired consultants to assist them with investigating the feasibility of implementing a stormwater utility.

What is the legal authority of a stormwater utility in Illinois? Home rule communities have "the power to regulate for the protection of the public health, safety, morals and welfare; to license; tax and incur debt".

Both home rule and non-home rule communities have the legal authority to implement a stormwater utility fee due to a 1963 court ruling in the case of Conner vs. City of Elmhurst. This case established a "sewerage system" that includes separate storm sewers.

Most stormwater utility fees are based upon the demand that the impervious area of a property puts on the stormwater system. A single family home puts far less demand on the system than a shopping mall, school, church or industrial complex. Many stormwater utilities are established using an average single family residence as the basis for establishing user fees. The single family unit is most commonly called the Equivalent Residential Unit (ERU) with an impervious area established based on a statistical sampling of representative properties. Most ERU's range from 2000 to 3000 square feet. Once the ERU is established, then the contribution to be made by commercial, industrial, educational and non-profit properties can be calculated by dividing their total impervious area by the ERU value to arrive at the number of billing units. Aerial photography and GIS are often used to assist in the calculation of the number of ERU's (or billing units) for each non-residential property.

To establish the billing rate for an ERU, a community must do a thorough review of their proposed stormwater infrastructure program's cost, and establish a yearly financing budget. Many communities have found that a monthly charge per ERU of \$4 to \$8 produces sufficient revenue to properly manage their stormwater infrastructure. In most communities the residential users make up the largest percentage of billing units, but contribute less than half the revenue. A recent preliminary study for a community of approximately 30,000 users (90% residential) using an ERU of \$8 per month, showed approximately \$6,500,000 per year could be generated for stormwater management.

Most communities that establish stormwater utilities establish a system of credits (billing reduction) for non-residential property owners that have invested in on-site stormwater infrastructure improvements that reduce the quantity of stormwater runoff or help mitigate the stormwater quality impacts to receiving streams through management practices such as detention/retention basins, infiltration basins (rain gardens), porous pavement, and other practices. The impact of credits on the revenue stream must be carefully considered when setting up a stormwater utility.

An impervious area based stormwater utility is a proven method of providing a dedicated and stable source of funding for stormwater infrastructure that relates the user's fee directly to their impact on stormwater management. As residents demand relief from repeated flooding problems and regulatory agencies demand improved stormwater quality, many communities have found stormwater utilities provide the most equitable and stable method to adequately address these pressing needs.

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Public Private Partnerships...A Way to Get Things Done

By Brian K. Kronewitter, AIA, DBIA, Mortenson Construction

The Great Recession and fiscal crisis in the State of Illinois has pushed back nearly all non-transportation infrastructure projects—civic buildings, schools, libraries, police departments, courthouses, and jails — that were identified years ago. The revenue and political challenges are very real, but so are the needs. So the question that is frequently heard is.... How can we find a way to creatively fund these pent up needs in a new way? Over the last few years, public private partnerships (P3's) have gained traction in the United States for transportation and utility infrastructure projects, but P3's for municipal buildings have not gained much momentum, except at the federal level and for student housing at a handful of public higher education institutions. Some of the drivers behind this slow response at the municipal level are government official's unfamiliarity with that type of project delivery method, and their long standing focus on "first cost" versus lifecycle costs. Additionally, the capitol markets have not targeted this market and developed creative financing packages, as historically, the predominant financing mechanism is tax-exempt bond financing. However, all of that is rapidly changing as the need to replace aging infrastructure continues to drive the use of alternative delivery methods.

The opportunities for P3's abound and are driven by public agencies' challenges to do more with less, to accelerate project delivery time, comply with environmental regulations, update facilities to meet current and future technologies and to become leaders in sustainability. At a time when many elected officials do not want to increase taxes, fees or debt, P3's are an alternate procurement approach offering a viable source of capital.

The probable forecast for the near future is that municipalities will continue to be faced with financial challenges for funding capitol projects which will drive the growth of the P3 project delivery approach. Additionally, the sustainable design focus of recent years has driven municipalities to look a lot harder at a building's lifecycle cost. P3's tend to cost less over the project's lifecycle because long-term performance is emphasized over front-end costs, unlike in conventional design/bid/build delivery. In fact, a recent study "Value for Money Drivers in the Private Finance Initiative" from Arthur Andersen and Enterprise LSE, commissioned by the Treasury Taskforce and the London Office of Government Commerce, showed lifecycle savings of 17 percent over conventional projects. Additionally, one of the benefits of the P3 structure is having a single point of accountability, in that the private sector project sponsor bears responsibility for all the elements (financing, design & build and in some cases maintain) and includes in its initial bid the project's lifecycle costs. Conventional delivery methods have one or more designers, a builder, a financier and a number of operational contractors, none of whom bear any responsibility for the other's work because each of them contracts separately with the government client.

With the pent up need for public infrastructure continuing to grow, and a dearth of new local, state and federal dollars becoming available, it is incumbent upon both the public and private sectors to come together and collaborate to find new approaches to meeting these demands and to truly establish the open and trusting partnerships that the P3 project delivery encourages.

Mortenson is widely recognized as an innovative leader in today's construction industry. Founded in 1954, our family-owned company is currently ranked 22nd among the top 400 U.S. Contractors by Engineering News-Record. Mortenson has had a presence in the Chicagoland area for more than 20 years and operates as a diverse development and construction organization, involved in a wide variety of project types including Municipal, Sports/Recreation, Corporate, Healthcare and Higher Education.



Illinois Range Rider Program

- The International City/County Management Association (ICMA) and the Illinois City/County Management Association (ILCMA) established the Illinois Range Rider Program "to bring the counsel, experience, and support of highly respected (retired) city management professionals to the assistance of their members."
- Illinois Range Riders wear many hats, but the most important one is to be available to managers, assistants, and other members wanting to talk about their problems, jobs, or careers.... or just to talk with "someone who has been there."
- All discussions are on a confidential basis and at no cost to the member. The program is designed to help with personal and professional issues but not designed to provide technical assistance or to solve substantive problems of government. Examples of concerns are typically discussed with the Range Riders include:
 - Mayor/Council/Manager/Administrator relations.
 - General Management Issues.
 - Career Development and Opportunities.
 - Major Personnel Problems.
 - Job Search: Where, How and When.
 - Employment and Severance Agreements.
 - Job Enrichment.
 - Best Preparation for City Management.
- Local government members wanting to talk about their jobs or careers are encouraged to call one of the Illinois Range Riders. This program is available for any local government members - not just managers or administrators.

WHO ARE THE ILLINOIS RANGE RIDERS

Interstate 80 to St. Louis Area:

David Anderson
407 Woodrig Rd.
Bloomington, IL 61704
(309) 827-8010
dave.anderson24@gte.net

W.of Chicago to Mississippi, N. to Wisc., S. to Interstate 80:

Stephen Berley
2208-11th Ave.
Sterling, IL 61081
(815) 622-9836
s.berley@comcast.net

Chicago Metro:

Gregory Bielawski
1047 Oakview Dr.
Wheaton, IL 60187
(630) 462-1876
g_bielawski@hotmail.com

Glenn Spachman
30 Brookside Dr.
Roselle, IL 60172
(630) 529-6228
g.spachman@sbcglobal.net

Questions Asked of Illinois/ICMA Range Riders

- I've been asked to resign at next week's Council meeting. Should I resign on that short notice, or should I do something else before submitting my resignation?
- I have a written agreement with minimal severance provisions, but should I try to get more benefits than those provided in the written agreement if I'm forced to resign?
- I've been asked to resign. Should I retain an attorney to represent me in the severance negotiations?
- Does a City Council usually tell the manager or administrator why the Council is asking for their resignation?
- Where can I receive information about improving council-manager-administrator relations?
- I have a department head who will not make "tough" personnel decisions but wants me to make those decisions for him. Any suggestions?
- How can the City Council go about hiring an "interim" manager or administrator?
- We're a small community and aren't able to fund hiring an executive search firm. Would you tell us how we can go about the manager/administrator recruitment/selection process on our own?
- How long should I stay as an assistant before applying for manager/administrative Jobs?
- Would you review my resume and suggest changes?
- My City Council gets too involved in day-to-day operations. Any suggestions?
- Would you be willing to meet with me to talk about my career?

For More information or inquiries, please call the Illinois City/County Management Association Secretariat
Dawn S. Peters, Executive Director
Northern Illinois University
DeKalb, IL 60115
815-753-0923
dpeters@niu.edu

ILCMA Sessions at the IML Conference

By Sue McLaughlin, City Administrator, City of Mattoon & IML Manager's Committee Member



September is upon us and with it comes the Illinois Municipal League's (IML) Annual Conference in Chicago. This year, ILCMA's Manager's Committee is contributing to or creating 4 sessions. While the economy continues to give most of us financial headaches, this conference is right next door for many of you (which eliminates travel costs) and intends to offer quite a bit of new information.

One of the sessions includes an update on our work with the IML on pension reform. Lake Forest City Manager Bob Kiely will head up a session on Public Safety Pension Reform. At this session, he intends to discuss our reform movement and how to make pensions sustainable and affordable in the future. We all know how difficult it is becoming to finance our police and fire pension funds. This session should show you how you can help with the reform movement.

Another session is being headed up by Normal Town Manager Mark Peterson and Rock Island City Manager John Phillips entitled Sustainability and Green Development. Peterson and Phillips hope to show sustainable methods and practices that are actually being used today including green streets and innovative storm water management. They expect to delve into changes that may be necessary to your comprehensive plan and subdivision and zoning ordinances to achieve sustainability.

Stan Helgersen, Carol Stream's Finance Director and Dave Richardson, Streamwood's Finance Director will also lead a roundtable on creative financing. Helgersen and Richardson hope to stimulate discussion with tips and advice on navigating this continued financial storm we're enduring.

And, finally, I will be participating with a couple Mayors in a roundtable with the City Clerk's group. We hope to have a good discussion about the city manager's role, the importance of the City Clerk and the relationship between the two positions.

ILCMA will also have an informational booth in the exhibit hall. I know our Executive Director Dawn Peters is currently looking for volunteers to man it.

Besides the seminars listed above, there will be over 45 sessions in total including topics on healthcare reform and new laws governing conduct and meetings.

Does your municipality have an innovation? This would include a policy or program that is successful and perhaps worth emulating. If you do, you can enter it in the innovation showcase. This allows municipal officials to share good ideas. To learn more about the innovation showcase, please e-mail or call IML Research and Information Coordinator Joe Schatteman at jschatteman@iml.org or 217/525-1220.

And don't forget special sessions for your elected officials, fire and police commissioners and clerks. And your City Attorneys can receive CLE credit at the full-day Attorneys session on Thursday. Best of all, it's a great location for outstanding networking opportunities.

ILCMA has a very good working relationship with the IML, thanks in part to the Manager's Committee. Please strongly consider attending or encouraging attendance this year. The information gleaned could be worth more than the cost of registration.

Innovations for the 2010 IML Annual Conference

The Illinois Municipal League is seeking submissions for the "Illinois Innovations and Showcase" to be held at the IML Annual Conference in Chicago on September 23-25, 2010. The showcase highlights "good things" that Illinois cities are doing and provides a resource base of innovative ideas that encourages peer sharing. If your community has created a new program, expanded a current program, or just has a great idea and wants to share it, the IML encourages your community to participate in this program. Participants will have an opportunity to win the Illinois Communities' Best Innovation Award.

For additional information please visit
<http://conference.iml.org/page.cfm?key=5059>

To participate, please contact Joe Schatteman at
jschatteman@iml.org or 217/525-1220

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ILLINOIS MUNICIPAL LEAGUE 97TH ANNUAL CONFERENCE September 23-25, 2010 at the Hilton Chicago Hotel



Illinois Municipal League Conference Volunteers

ILCMA will once again be participating as an exhibitor at the Illinois Municipal League Conference. 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:

Friday, September 24

FULL 10:30 am - 12:00 pm

_____ 12:00 pm - 1:30 pm

FULL 1:30 pm - 3:00 pm

_____ 3:00 pm - 5:00 pm

Saturday, September 25

_____ 9:00 am - 10:30 am

_____ 10:30 am - 12:00 pm

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

Please respond by September 1st to:

Dawn S. Peters
ILCMA Executive Director
Center for Governmental Studies
NIU
148 N. 3rd Street
DeKalb, IL 60115

You can also either fax or e-mail your response to:
Fax: 815-753-7278
dpeters@niu.edu

San José 2010

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October 17-20

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Leaders at the Core of Better Communities

ICMA Annual Conference

Each year, through its highly praised Annual Conference, ICMA continues its tradition of offering an abundance of educational, information-sharing, and networking tools to help you manage your community in today's complex environment. Especially in challenging times such as these, the tools, tips, information, and resources you pick up at the conference—in addition to the opportunities for professional and personal renewal and networking—are more important than ever.

In addition to four stimulating daily keynote sessions, more than 60 concurrent educational and Solutions Track sessions, 30 roundtable discussions, 32 ICMA University workshops and 6 forums, field demonstrations, and numerous demonstrations of technology applications that you have come to expect, ICMA's 2010 Annual Conference will offer you new opportunities to help fulfill your commitment to career-long learning. You will hear about the innovative ideas and practical strategies you need to deal with the challenges facing local governments today. ICMA's Annual Conference is an educational and networking opportunity that you can't afford to miss!

Located in the heart of Silicon Valley, San José, California, is a warm, sophisticated city with great weather, walkable streets, and an inviting atmosphere offering both culture and entertainment. Home to the largest concentration of technology expertise in the world, San José's environment of innovation and creativity is a perfect fit for the ICMA Annual Conference.

ICMA's President Darnell Earley and the 2010 Conference Host Committee invite you to join ICMA as we journey to San José for ICMA's 96th Annual Conference, October 17–20, 2010.

ILCMA Reception at the ICMA Annual Conference in San Jose

Once again, ICMA is setting aside an evening at the annual conference for affiliate receptions and alumni dinners. The past few years' experiment with holding the ILCMA reception after the NIU MPA alumni dinner was such a great success that we are going to do it again this year. ILCMA is planning an after dinner cocktail reception at Nazca Peruvian Restaurant, which is just blocks from the convention center.

Location

Nazca Peruvian Restaurant
167 W San Fernando St
San Jose, CA

Date

Monday, October 18, 2010

Time

8:30 p.m.

Please join ILCMA for an evening of networking and fun.

We hope to see you at the ICMA Annual Conference in San José, CA in October!

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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:

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

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.

Managers in Transition who agreed to publicize their information:

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Austin Edmondson
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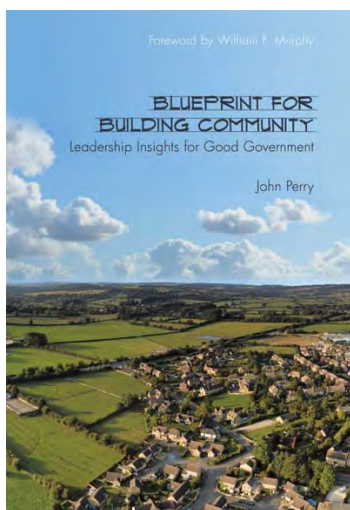
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The ILCMA Professional Development Committee presents:



Session:

**Blueprint for Building Community:
Leadership Insights for Good Government**

Speaker:

John Perry, Retired Manager and Past ILCMA President

Session Description:

John Perry's recently published book provides great insights and lessons on the values and relationships that must be cultivated by the city manager to successfully build community. Using his experiences in local government both in Park Forest and Woodridge, John will share the values upon which effective community building is based and offer ideas and experiences in engaging the community – its citizens and stakeholders.

Date: Thursday, September 30, 2010

Time: 9:00 a.m. – Registration and continental breakfast
9:30 – 11:30a.m. - Presentation

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

Cost: \$30 – Professional Development Event Only
\$50 - If also Attending the Metro Manager's Luncheon after the Event
(Discount of \$5 if attend both the professional development session and Metro Manager luncheon)
Managers in transition – no cost – enter code MIT

RSVP: NIU Outreach Registration, DeKalb, IL 60115
By Sept. 24 800-345-9472; Fax: 815-753-6900
Online Registration:
http://registeruo.niu.edu/iebms/wbe/wbe_p1_main.aspx?oc=40&cc=WBE4011258

*Cancellations must be made **by September 27**. Any cancellations after that date will require full payment for the luncheon*

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Job Mart

City of Rock Island, Fire Chief

The City of Rock Island is recruiting for an experienced Fire Chief to supervise and manage the Fire Department.

Rock Island has a population of 39,684 residents and is located in western Illinois along the Mississippi River. Rock Island and Moline in Illinois and Davenport and Bettendorf, Iowa make up the metro area called the "Quad Cities" with a population of 436,672. The area boasts a low cost of living including affordable housing, excellent schools and many large city amenities such as museums, art galleries and theaters.

The Rock Island Fire Department has a history of providing responsive and quality fire suppression, emergency medical and rescue services to the community. The department has 61 full-time employees which consists of 60 firefighters/command staff and 1 civilian employee. Employees are stationed within four facilities. All employees are unionized with the exception of the Chief and Assistant Chief. The department presently has an ISO rating of 4. In 2009, the fire department responded to 4,633 EMS calls and 1,442 fire calls (40 working structure fires). The Fire Chief administers a \$8.9 million budget. Fire operations are separated into four major areas: administration, fire and emergency services, fire prevention and ambulance. The telecommunication center dispatches all public safety calls and is provided by the Police Department.

This is highly responsible professional, administrative and management work in planning, organizing, and directing all activities of the Rock Island Fire Department, including the establishment of all policies, procedures, and regulations. Supervision is exercised directly or through subordinates over all employees in the department. Work is performed under the direction of the City Manager.

The ideal candidate will possess strong leadership skills and be effective in maintaining advanced life support medical services to residents, promote a positive and professional image through mutual aid and joint training opportunities, and develop and implement fire prevention and disaster preparedness programs to minimize loss and protect the community. Strong communication, organizational, and management skills are also required.

Preferred candidates will possess a degree from a four-year college or university with major course work in fire science, public or business administration, or a related field coupled with thorough experience in various aspects of fire operations including fire prevention, hazardous materials, emergency and disaster planning and emergency medical services. The position requires a minimum of five years of progressively responsible management/supervisory experience.

Rock Island has enjoyed a stable administration. The current chief is retiring after 28 years of service (4 years as chief) and the City Manager has held the position for 23 years.

Job Mart

The salary range is \$61,902 - \$96,028. The City offers an excellent fringe benefit package which includes pension, major medical, paid leave, tuition reimbursement, car allowance, health club membership and also contributes 5 percent of salary to ICMA's 457-deferred compensation plan. Residency must be established within Rock Island within one year of employment.

Applications (including resumes and cover letters) will be accepted on-line through September 10, 2010 at 5pm at the city's website www.rigov.org. Administrative Services will not accept paper resumes or applications. Any mailed applications or resumes will not be considered. An on-line application must be completed to be considered for the position. Applicant confidentiality will be protected through the recruitment process.

City of Elmhurst, Water/Wastewater Manager

This position is responsible for planning, organizing, and managing the activities of the Water/Wastewater Division. The Water/Wastewater Division is responsible for the operation and maintenance of the City's water production, distribution, wastewater treatment, and wastewater collection activities. The position reports to the Director of Public Works.

The W/WW Manager directs staff in the maintenance, repair, installation, operation, and construction of an activated sludge wastewater facility, sanitary sewer pumping stations, storm water pumping stations, storm water reservoirs, potable water wells/reservoirs, elevated water towers, automated control systems, water distribution, sanitary/storm sewer collection, water metering, and other facilities for the City of Elmhurst. As manager, ensures a reliable and safe water supply, wastewater treatment, and storm water pumping system to users in a highly interactive customer service environment.

Position Qualifications:

- Bachelor's degree in Civil Engineering, Public Administration, Biology, Chemistry or a related field.
- Minimum six years progressive supervisory and management experience in water & wastewater production, collection, and distribution operations.
- Possession of a Class 1 Wastewater Treatment Plant Operator's Certificate and a Class "C" Public Water Supply Certificate is preferred.
- Considerable knowledge of construction and maintenance methods, materials, and equipment as employed in water production/distribution and wastewater treatment/collection activities.
- Comprehensive knowledge of the principles and practices of municipal utility engineering.
- Knowledge of necessary planning, development, and project management.
- Ability to plan for future improvements and City facilities needs.
- Considerable knowledge of accounting principles, budgeting principles, collective bargaining agreements, current fiscal trends, management principles and organizational concepts.
- Knowledge of related pending legislation, Illinois environmental statutes, City ordinances and policies, and procedures for emergency events.
- Possession of a valid driver's license.

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Salary: DOQ. Full-time position with an excellent benefit package.

Interested candidates are encouraged to apply immediately. Submit completed application and resume online at www.elmhurst.org. Position open until filled. Offers of employment are subject to successful completion of background check, drug screen, and physical.

The City provides equal opportunity and offers reasonable accommodations in all programs and employment.

City of Mauston, WI, City Administrator

County Seat of Juneau County, on I-94 in central Wisconsin, near recreational opportunities and 4 season attractions. Mayor and 7 non-partisan council members. \$3.8M total budget; 45 FT employees. Salary \$62.5K to \$80K plus benefits, DOQ.

Bachelor's degree, prefer master's in public administration/related and four years progressive municipal administration experience. Desire strong economic development, budget and finance, personnel and capital improvement skills with the ability to develop positive relationships in carrying out policies of the Mayor and City Council. Must exhibit integrity, innovation, leadership and a collaborative style, with a commitment to community service. Visit community website at www.mauston.com.

Send resume, salary history and references to Public Administration Associates, LLC, P. O. Box 282, Oshkosh, WI 54903; e-mail paassoc@northnet.net; phone 920-235-0279; by September 3, 2010. Confidentiality must be requested by applicant and cannot be guaranteed for finalists.

City of Monroe, WI, City Administrator

County Seat of picturesque Green County, 45 miles south of Madison near Illinois border. Mayor and ten non-partisan council members. \$19.3 M total budget; 100 FT employees. Salary \$75K to \$105K plus benefits, DOQ. One Administrator since 2006.

Bachelor's degree, prefer master's in public administration/related and five years progressive municipal administration experience. Desire strong economic development, budget and finance and grant writing skills with the ability to forge positive relationships with Mayor and City Council. Must exhibit integrity, innovation, leadership and a collaborative style in carrying out city policies. Visit community website at www.cityofmonroe.org.

Send resume, salary history and references to Public Administration Associates, LLC, P. O. Box 282, Oshkosh, WI 54903; e-mail paassoc@northnet.net; phone 920-235-0279; by September 10, 2010. Confidentiality must be requested by applicant and cannot be guaranteed for finalists. The city is an equal opportunity employer.

Job Mart

City of Evanston, Director of Community and Economic Development

Evanston, IL (75,000) Dynamic and historic lakefront community immediately north of Chicago seeks experienced, proven, progressive candidates to lead its Community and Economic Development Department comprised of 31 FTEs and responsible for a budget of \$3.5 million. Department includes Building and Inspection Services Division, Economic Development Division, and Planning and Zoning Division. Evanston is home to Northwestern University and is an ethnically, racially and economically diverse community. The City enjoys a diversified tax base, a vibrant downtown, strong neighborhoods, thriving commercial districts, and beautiful tree lined streets. Position is appointed by the City Manager, who was appointed in June 2009. Qualified individuals will be expected to have a strong background in management and leadership, community development best practices, and successful economic development strategies. Candidates must have ten years increasingly responsible experience in an upper management position in a community of comparable size and complexity. Position requires bachelor's degree in urban planning, public administration, business administration or related field. Master's Degree preferred. Excellent interpersonal/communication skills essential. Additional information regarding the position can be found at the Consultant's website: www.voorheesassociates.com. Starting salary \$125,000 +/-, depending on qualifications and experience. Residency not required. Apply by September 10, 2010 in confidence, to the City's Executive Search Consultant: Heidi Voorhees, President, Voorhees Associates, 500 Lake Cook Road, Suite 350, Deerfield, IL 60015. TEL: 847/580-4246; FAX: 866/401-3100; Email: resume@VoorheesAssociates.com.

Lake County, Assistant County Administrator

Lake County, population 723,591, is located between Chicago and Milwaukee on Lake Michigan. The County covers 457 square miles and offers an outstanding blend of urban, suburban and rural communities, many having recently experienced rapid growth. Lake County is ranked among the nation's top 10 in medium household income.

The County government, which is ICMA recognized, has a \$505M budget, triple A bond ratings by Moody's and S&P and employs approximately 2,800. This is a highly professional and very stable work environment with a strong commitment to professional development. The County Administrator is a professional manager appointed by the County Board to serve as the chief administrative officer. His office is responsible to present and administer the annual budget, to provide support to the County Board, to direct the County's annual legislative program, form communications and media strategies, and to assist in coordinating the functions of all County departments and agencies. The County has 24 departments, 10 reporting to the Administrator. The County Administrator is supported by a strong professional staff.

The Assistant County Administrator (ACA) is the third highest position in the County Administrator's Office and is to be assigned highly complex work assisting the County Administrator and other staff in directing and coordinating County government. The ACA provides administrative liaison to various departments, designing, coordinating and implementing operational reviews, financial analysis, and implementing goals and objectives of the

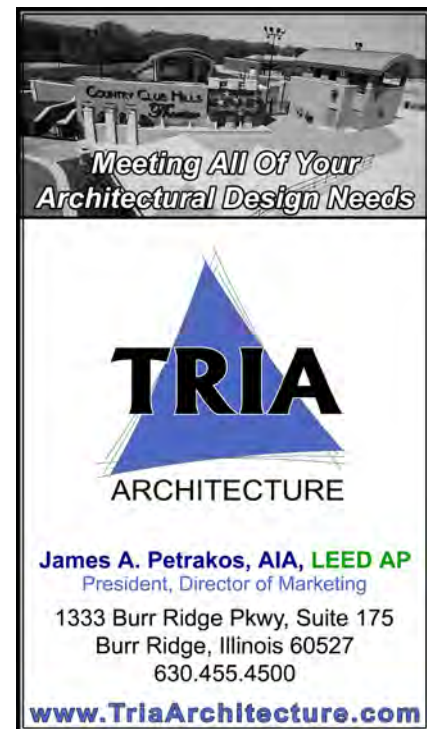


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County Administrator. This position is a generalist position and the candidate with the best overall experience will be selected. It would be helpful to have some background working with independently elected officials, independent agencies and/or experience with court operations.

Requires a Bachelor's degree and preferably a Master's degree in public administration, business administration, planning, finance or other related field combined with 3-7 years of related experience including two years of progressively responsible experience in public administration and budget analysis or any equivalent combination of training and experience. Must have broad knowledge of local government operations, keen analytical and problem solving skills as well as strategic thinking and excellent interpersonal/communicative skills. The selected individual needs to have excellent project management skills and the ability to meet deadlines while managing multiple tasks in a high pressure, fast-paced environment. Needs to develop and maintain effective working relationships with a variety of internal and external stake holders. Must be self-motivated, energetic and creative with the proven ability to produce results and get things done. Also, must be able to develop trust, build consensus, have a collaborative/non-confrontational style and be influential and persuasive.

Salary range begins at \$97,600 with a midpoint at \$122,146; beginning salary is negotiable depending on qualifications. Excellent benefits are provided.

Please send a cover letter and current resume with salary immediately but NLT September 3, 2010 to:

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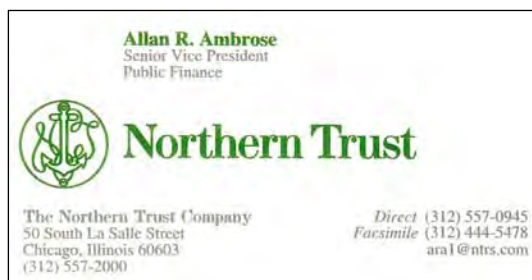
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Village of Hampshire, Illinois -- Village Administrator

The Village of Hampshire (2003 Special Census Population: 3,815; Estimated: 5,500) located in far northwest Kane County, seeks candidates to serve as its next Village Administrator. The Village is a full-service community with 22 fulltime and 2 part-time employees and a \$2.4 million general fund budget with an A- bond rating from S & P. The Village Administrator is appointed by and reports to the Village President and a six-member Board of Trustees, elected at large to four-year staggered terms. ICMA recognized in 2010, the Village has had one Administrator since 2007.

Candidates should have experience in fiscal management/budget creation, personnel/labor relations, economic development, housing development/annexation agreements, and risk management. As a smaller organization, the candidate should be able to "wear multiple hats" and be prepared to assist staff in handling certain aspects of day to day operations. Most importantly, candidates shall possess excellent communication & interpersonal skills; as well as an approachable, collaborative style with the elected officials, staff and community. Residency is not required.

Candidates should have three to five years experience in local government, preferably in a management position or a combination of education and experience. Requires bachelor's degree in public administration, business administration, public policy or related field. Master's degree (MPA) or other advanced degree preferred.

Starting salary \$80,000+/-, depending on qualifications and experience. Excellent benefits package. Send cover letter/ résumé, with five references and salary history by Friday, September 17, 2010 to Jeffrey Magnussen, Village President, Village of Hampshire, PO Box 457, Hampshire, IL 60140 or submit electronically at VAsearch@hampshireil.org

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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



City/County Management in ILLINOIS

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.

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