

MARCH
2017

Calendar of Events

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

March 2
SWICMA Luncheon
O'Fallon, IL

March 8 – 9
ICMA Emerging Leaders' Summit
Elk Grove Village, IL

March 9 - 10
ICMA Midwest Summit
Elk Grove Village, IL

March 15
IAMMA Professional Development
Location TBA

March 16
ILCMA Professional Development
Lombard, IL

March 16
Metro Manager Luncheon
Lombard, IL

March 29
ICMA Coaching Webinar

March 30
Legacy Social Event
Warrenville, IL

April 5
Legacy Project Luncheon
Westchester, IL

April 6
SWICMA Meeting
Location TBA

April 19
ICMA Coaching Webinar

April 20
ILCMA Professional Dev.
Lombard, IL

April 20
Metro Managers Luncheon Meeting
Lombard, IL

April 21
IAMMA Conference
Naperville, IL

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President's Column

By Barry Burton, Summer Conference Chair, Lake County Administrator

“Putting Together an All-Star Team” – When Every Day is Game Seven

Spring and baseball are just around the corner, and we are in full swing planning this year's summer conference.

The Cub's epic comeback to win the World Series Championship is inspiring us to develop an exciting and impressive conference that is sure to be a home run!

This year's summer conference will be June 14-16 back at Eagle Ridge in Galena. It will both inspire and challenge you to become a better leader in your community.

The keynote speakers include James Kane who will focus his presentation around human behavior, something that seems to surprise us every day and especially at every council meeting! We also are excited to have Jim Morris “The Rookie.” He will talk about his inspiring story and the power of dreams and how as a high school baseball coach he became a major league pitcher at age 35.

The program also offers a variety of sessions to advance your professional development. Topics include: affordable housing, employee wellness, ethics, strategies to motivate top staff, police/community relations, fraud prevention, and the work/life balancing act.

We will also have pre-conference sessions on Wednesday, and our traditional golf opportunities. We will be back at the Marina for a BBQ Wednesday evening and a downtown establishment tour on Thursday evening. The mix of sessions and activities truly provides something for everyone.

I hope you can join us to enhance your skills, socialize with your colleagues, and recharge yourself. Look for registration materials in your email and mail box soon!



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Who's Who Directory Update

Congratulations to the following ILCMA members who have recently retired:

- Kevin Bowens, Village Administrator, Libertyville
- Katy Rush, Village Administrator, Woodridge
- Valerie Salmons, Village Administrator, Bartlett
- Jerry Sprecher, Village Manager, Lisle

ILCMA has donated \$100/retiree to the ICMA Fund for the Profession in their honor.

Welcome New Members

- Michael Goers, Intern, Kendall County
- Jack Hickok, Director of Public Service, El Paso
- Patrick Lang, Student
- Luke McClanahan, Graduate Student, University of Iowa
- Dennis McEnerney, Chief of Police, Village of Niles
- Julie McManus, Finance Officer, City of Angels Camp, CA
- Sarah Newcomb, Human Resources Director, City of Pekin
- Sara Phyfer, Community Development Analyst, Village of Riverside
- Suzanne Powers, Assistant Township Administrator, Hanover Township



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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.

Baird's Interest Rate Outlook for 2017

By Craig Elder, Senior Fixed Income Analyst
Robert W. Baird & Co., Inc.

In 2016, the question for bond investors was when would the Fed raise interest rates which was finally answered in December when they raised it by 25 basis points. This year not only do we have the question of additional rate hikes by the Fed but also have questions about tax policy and fiscal stimulus from the new administration. President Trump has stated that he wants economic growth (as measured by GDP), currently forecast to be 2.3% this year, of at least 4%.

Federal Reserve Forecast

The Fed is currently forecasting three interest rate hikes (25 basis points each) this year (followed by three per year for the next two years as well) as they expect inflation levels will continue to move towards their target rate of 2.0% (as measured by personal consumption core year-over-year) driven by tight labor markets and fiscal stimulus from the Trump administration. We are skeptical of three rate hikes because of the Fed's reluctance to move rates higher in the past because of the fragility of the economy and the timing of the impact from any fiscal stimulus will be later rather than earlier in the year.

The Federal Reserve's balance sheet has over \$4 trillion consisting mostly of U.S. Treasury debt and agency MBS that it accumulated as part of its quantitative easing program. The Fed which normally would prefer to hold approximately \$1-\$1.5 trillion (mainly Treasuries) has said that it will begin to reduce the holdings at an appropriate time after they begin raising interest rates but have been vague as to the actual timing. However, we don't believe they will begin the "run-off" of the portfolio until 2018 at the earliest.

Tax Cut Stimulus

Stimulus is expected to come in the form of tax cuts, both corporate and individual rates, and spending on infrastructure programs. Tax cuts discussed by President Trump during his campaign have four individual tax brackets – 0%, 10%, 20% and 25% and the corporate tax rate lowered to 15%. Meanwhile, Speaker of the House Paul Ryan discussed having three individual tax brackets – 12%, 25% and 33% with the corporate tax rate cut to 20%. Either of these plans makes municipal bonds less attractive to individual investors. There have been some discussion of a 20% border tax but we do not think that is likely to

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be enacted as there are questions whether it would be in compliance with the WTO.

Infrastructure Stimulus

The other fiscal stimulus is in the form of spending on infrastructure. Candidate Trump talked about spending a trillion dollars on infrastructure which would have a huge impact on the municipal bond market. However, there is some doubt that Congress will agree to spend this much on infrastructure while the federal government has almost \$20 trillion of debt. In addition, Chicago Fed President Charles Evans said in an interview with the Chicago Tribune in early December that "a major infrastructure-building program implemented just to stimulate the economy could be ill-timed." We expect that Congress will scale back the infrastructure program to the tune of less than \$100 billion with the focus on private-public partnerships.

Baird's Outlook

We expect the Fed will increase interest rates two times by 25 basis points this year to bring the Fed funds target (upper bound of the range) to 1.25% as long as inflation remains at the current 1.7% level or higher. Interest rates will likely go higher, but not significantly. Expectations are that the benchmark 10-year Treasury note will finish the year around 2.80% (currently 2.41%) while the two-year note is forecast to finish the year at 1.67% which would create a yield curve slope of 113 basis points.

Important Information

All investments carry risk including loss of principal. In a rising interest rate environment, the value of fixed income securities generally decline and vice versa. Opinions are subject to change. This is not intended to provide legal or tax advice. Please consult your legal or tax professional for specific information.

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"I Get Interviews, but I am Not Getting the Job!"

By Heidi Voorhees, GovHR USA

We often talk with candidates who have been on numerous interviews but fail to land the job. If you are getting interviews, you have passed a big hurdle. Now, the organization is looking to delve further into your skills and abilities, but more important, they are looking for a fit with their culture. If you are finding you are not getting past the first interview, consider the following:

Are You Presenting Your Best Self?

If you are nervous and unable to fully communicate your skills and abilities, this will impact your success in the job market. Nervousness can signal a lack of confidence in your abilities or an inability to lead, neither of which may be true for you, but you need to overcome the nerves. Here are some suggestions:

Prepare: Do your homework on the community, the organization and the position. Read the budget, the strategic plan, the comprehensive plan, the Boards goals and objectives, etc. Visit the community, if possible. It is amazing how few candidates thoroughly prepare for an interview in this way.

Practice: You know that there will be certain questions likely to be asked such as "Why are you interested in this position?" "What are your strengths and weaknesses?" "What is a project you are proud of?" Video yourself answering these questions or have a friend practice with you. Be sure you are giving specific examples in your answers. Some candidates keep their answers at a very high level, not providing the interview panel with enough knowledge of their capabilities. If your interviews tend to be shorter than other candidates' interviews for the same job, you are likely not giving enough specific examples. Do not assume the interview panel will ask you for specifics. Conversely, if your interview is running longer, then you are not concise enough in your answers and practice will help you with this. If the interview panel is reminding you of the amount of time they have left, your answers are likely too long and need to be more focused.

Perform: A job interview is a bit of a performance – you are putting your best professional self forward. Like a first date, the first day on a job, the first time you meet your new neighbors – all times when you are trying to put your best self forward. It is very, very important to smile, make eye contact and genuinely listen to the questions. You are the expert on your skills and abilities – no one else knows what you have accomplished and what you are capable of more than you do. We've been recommending a book called Presence: Bringing Your Boldest Self to Your Biggest

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Challenges by Amy Cuddy. (She also has a TedTalk on the same topic). The following is an excerpt from that book:

"We're getting closer to a solid, functional definition of what presence is and how it works in the real world. By finding, believing, expressing, and then engaging our authentic best selves, especially if we do it right before our biggest challenges, we reduce our anxiety about social rejection and increase our openness to others. And that allows us to be fully present....to be fully present it's not enough to know who you are and express it to others; you need to act on it."

In the interview process, you need to show how you will perform the duties the organization is seeking. Part of that will be non-verbal body language. A critical part will be the level of confidence you are able to summon in the interview. This does not mean over the top bragging about accomplishments. This is a genuine, quiet confidence that comes from solid preparation, from knowing who you are and what you are capable of, and having a certainty in your ability to tackle projects and challenges that are new to you. You are fully engaged with your interview committee, listening, answering their questions honestly and professionally and concluding with a statement of your desire to work there and be a part of their team.

What Else is Holding You Back?

You may do all of the right things in an interview and still not get the job. That does not mean you did anything wrong. Sometimes, another candidate is simply a better fit. It can take several leaps into the job market to land your dream job. Persistence and resilience are important in any job search. Don't let fear of rejection stop you. If you can get feedback, that may be helpful in identifying a skill set that you need to further develop or addressing an interview technique you have that is not working.

Best wishes to you in your job search and if you think we can help, please let us know!

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Governmental Cybersecurity Challenges in 2017

If you're like most of us, you've managed to stop writing "2016" at the bottom of every document – and now you're tackling what's on the horizon for 2017. While computer security usually steals a spot near the top of a government's concerns, its complexities and overwhelming challenges leave most governments paralyzed from contemplating 'where to begin?' Governments are best served by raising cybersecurity awareness within their entities.

First, it's best to stay informed on the high risk cyber threats and trends in 2017, and what you can do about them. Second, there are important steps governments should take to help identify, or even prevent, a security breach.

Is Your Government Entity Cyber-Savvy Enough for 2017?

Today's world is more interconnected than ever before, and yet the advantages of these capabilities bring increased risk of theft, fraud, and abuse. Evaluate if your structure is prepared to address the following high risk trends for 2017 – and whether your resources and action plans can deter them.

Wire transfer (CEO) fraud risk

Wire transfer fraud is a personal attack, and usually occurs as an email appearing to be from the Mayor's email address mayorbiggsby@yourgovernment.com that says, "We need to wire \$67,365 to the department of transportation by 5:00 p.m. today in order to secure the road grant." This email is not really from the mayor, but the employee handling wire transfers doesn't know that, and they may not be in a position to question that authority. Often times, money is sent without question.

The attackers in these cases are very persistent. They might break into the Mayor's email to make this happen, or create a fake email address that looks unnoticeably similar. Did you notice that 'yourgovernment.com' was spelled wrong above? Attackers send dozens of emails like this a day. It may take dozens of failed attempts, but eventually someone falls for this attack. These attacks have occurred with a loss of \$10,000 up to more than \$500,000 at a time. Government Action Item: To deter this cyber scheme, encourage employees to be sensitive to unexpected requests and confirm with the Mayor, manager, and department heads about wire transfers before they perform them. An even better policy, where possible, would be to never discuss or handle wire transfers over email.

Ransomware threats – what your IT people aren't telling you

Ransomware (i.e., Crypolocker) is a malicious software



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designed to block access to a computer system until a sum of money is paid for a decryption key. If one employee clicks on the link, every document, spreadsheet, and picture across the company could be lost.

Typically, IT departments feel confident in resorting to backups, but the reality is that backups may only include 90% of all computers...or less, and the frequency of government-wide backups can be weekly, or (at best) nightly. Simply put, backups are not an 'instant fix' and can result in a minimum of a day's work lost. Plus, the recovery of an entire government entity often takes days, if not weeks.

Ransomware attacks can also create additional burden for HIPAA systems; if an attack occurs, 2016 regulations state it is your responsibility to determine and contact all impacted individuals.

Government Action Item: Train employees to not click on questionable links. Speak with IT about the timing of backups. Consider segmenting your government into different units so that various computers (i.e., the street department and the parks department) are contained on a different network. Segmentation reduces the scope of the breach (i.e., from thousands of users to less than 50).

Accessibility risks – setting personal device limitations

Does your organization have a written policy about the use of personal devices to access company resources? In 2017, Wi-Fi access by these devices can be a huge risk for easy access/damage to numerous other machines.

Government Action Item: If you haven't already, a simple solution would be to create a 'guest' network for employees for Internet access at the office. This allows for email and calendar access, without creating risk to other government-wide systems.

For further evaluation contact a Sikich incident response team member at www.sikichtech.com

Corporate Partner Spotlight

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Ransomware Risks and Mitigation

By Jerry Irvine, CIO, Prescient Solutions

Ransomware is malware that blocks access to your computer or encrypts data holding it hostage until you pay a fee. Although ransomware has been around since early 2008, unfortunately, these malware applications are continuously being manipulated to bypass the protections of antivirus and other security tools. According to Symantec, "Ransomware has quickly emerged as one of the most dangerous cyberthreats facing both organizations and consumers". In 2016 both large and small US municipalities, public safety and emergency management facilities including San Francisco's Public Transit in Nov, Lansing Michigan's Board of Water & Light utility, and multiple upstate New York municipalities were successfully attacked with no alternative but to pay the required ransom. In addition, there have also been a number of Chicagoland local governments and public safety organizations corrupted also having to give in to the hackers' ransom demands. New ransomware variants are being introduced multiple times a day. In 2016, it is reported that over 100 new families of ransomware were discovered; nevertheless, there are ways to protect yourself. Because email continues to be the number one means of ransomware infection, it is important to address this risk first. Email clients have the ability to block all executables or minimally to block the ability to run them from your email client. These are both great security functions and should be implemented. From an organizational standpoint, group policies should be enabled to block all executables from being run in the company mail store and other specific storage areas. In addition, it is important to train users on safe practices when using and communicating via email. PDF, ZIP, and script files such as Java, PHP, PowerShell, and Python files cannot always be sufficiently scanned by antivirus applications to determine the existence of malware. As a result, unsolicited attachments should never be opened prior to confirming whether they are valid or not. Emails may also contain website links, or embedded URLs, within their text. While these links may appear to be directing a user to a valid website, often times they redirect to malicious sites leading the user directly to the installation of ransomware or other malware.

The advertisement features a yellow background with a blue banner at the top. The banner contains the text "Complete IT Services for Municipalities" in white and blue. Below the banner, there are three bullet points: "Experienced, on-site engineers", "24x7x365 remote monitoring and Helpdesk services", and "IT services tailored to your needs and environment". To the right of the bullet points is the Prescient Solutions logo, which consists of a stylized 'P' inside a circle. Below the logo, the company name "Prescient Solutions" is written in a bold, sans-serif font. Further down, the address "Schaumburg Corporate Center, 1515 Woodfield Rd., Suite 880, Schaumburg, IL 60173" and the phone number "847-240-3900" are listed. At the bottom of the advertisement, the website "www.prescientsolutions.com/municipal" is displayed in white text on a blue background.

Still, if a ransomware application is run the entire machine and potentially the companies' entire network can be encrypted and made unusable. With the advent of cloud computing and off site data storage; individuals and companies are given a false sense of security that their data is protected. Cloud providers often provide only off site data replication. While data replication does protect you if your computer or facility are damaged, it is not a method for protection against data encryption or corruption. In fact, data replication will copy the state of data from one facility to another which in the long run will corrupt the offsite data as well. In order to fully protect an organization's data, a point-in-time backup must be performed. Daily or continuous archiving must be implemented, and regularly tested to assure the organization can recover at the time of an incident. Should all else fail in protecting your systems and data from ransomware, the last resort for protection from these new high tech malware applications is an old fashioned Tape Backup solution. Onsite or offsite backup solutions perform a snapshot in time of your system's configurations and data allowing for complete or partial restores of lost or corrupted data. Many organizations have foregone backup solutions for data replication; this is a major mistake. Only via the combination of new and legacy technologies and services can we protect our systems and data from malicious applications such as ransomware and hackers.



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.

For complete information please visit <http://icma.org/en/icma/members/credentialing>

CONGRATS! ILCMA Members become ICMA Credentialed Managers:

Gerard J. Bauer, Decatur, IL
Donald K. Owen, Glenview, IL

ICMA Credentialed Manager Candidates:

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IML Managers Monthly Column

A Call to Service and for Projects

By Scott Niehaus, Lombard Village Manager

As city managers all of us undoubtedly have a “call to service” that has led us to the profession. As part of this call, we all have a commitment to roll up our sleeves and work for the greater good of the group. This results in opportunities for volunteering and participation on numerous committees that extend beyond our own city or county. One such committee that exemplifies this service is the IML Managers Committee which has taken up this effort for over 20 years. During that time, the Committee has taken on numerous “projects” which have provided a positive impact throughout the State. An example of some of those projects includes:

- The Committee generated a first-of-its-kind study of the downstate and suburban municipal public safety pension funds. The study was updated in subsequent years. The Committee was at the forefront of bringing attention to Illinois’ growing municipal pension crisis.
- The Committee developed a series of transparency and reporting reforms pertaining to the downstate and suburban public safety pension funds. These reforms were approved by the General Assembly and enacted into law.
- The Committee was involved in producing a report on the financial impact of the Public Safety Employee Benefits Act (PSEBA). This is the benefit that requires municipalities to fund health insurance premiums for police officers and firefighters that sustain “catastrophic injuries” while performing an act of duty that involves an emergency response. PSEBA cost information had never been collected and published in an official report prior to this study.
- The Committee advised IML with respect to local government consolidation and unfunded mandate issues.
- The Committee developed a resource to explain the 9-1-1 system consolidation law when it became apparent the requirements of the law were not fully-understood.

Looking ahead to 2017 and beyond, the IML Managers Committee would like to send out a “Call for Projects” for consideration as we continue to fulfill our duties in accordance with the IML By-Laws. Beyond monitoring



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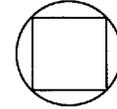
legislation that impacts municipalities and continuing our efforts to maintain necessary revenue distribution, we are encouraging ILCMA members to contact directly with “project” ideas. If there is a specific issue or piece of legislation that is impacting your community which requires the assistance of fellow managers, we would like to hear about it from you.

In order to make it convenient for you to reach out to members of the IML Managers Committee, the group has been strategically located throughout the State. A list of the ten members is provided below:

Walter Denton, O’Fallon (Chair)
Jim Norris, Hoffman Estates
James Arndt, Effingham
Robert Barber, Beecher
Mark Peterson, Normal
Tim Gleason, Decatur
Scott Niehaus, Lombard
Joe Breinig, Carol Stream
Patrick Urich, Peoria
Scot Wrighton, Streator
Dawn Peters, Ex Officio
Joe McCoy, IML

In addition, feel free to contact Joe McCoy, IML Legislative Director, at jmccoy@iml.org. I would be remiss if I did not mention Joe and his efforts in support of the committee since 2007. Thank you Joe!

Lastly, I would also like to encourage you to check out the inaugural edition of the Illinois Municipal Policy Journal which is a collaboration between the IML and the Chaddick Institute for Metropolitan Development in the School of Public Service at DePaul University. It is a new service of the Illinois Municipal League intended to bring a focus to the issues of municipal government. The Journal can be found on the IML website at www.iml.org.



March Luncheon

CYBERSECURITY: NOT JUST AN IT ISSUE

The average cost of a lost or breached record is \$194 and between 2012 and 2014 government agencies lost more than 94 million citizen records. * Local governments are one of the biggest targets of cybersecurity incidents but often have the least amount of resources to combat this threat. This presentation is geared towards non-IT professionals and will discuss various types of cyber-threats, managing cyber-risk exposure in vendor agreements, HIPPA and PCI compliance and cyber-risk governance. The presentation will also discuss why cyber-risk is an enterprise issue, not just an IT one.

*Center for Digital Government

Speakers:

Caitlin Humrickhouse, Consulting Manager, Baker Tilly Virchow Krause. Caitlin has worked in Baker Tilly's local government practice for four years. She performs operational and organizational reviews, ERP needs assessment and business process reviews for local governments across the U.S.

Ken Zoline, Cybersecurity Consulting Manager, Baker Tilly Virchow Krause. Ken has 35+ years of experience in data privacy, IT risk management, disaster recovery planning and cybersecurity. Ken specializes in providing enterprise security improvements and risk reduction which drive business continuity, stability and compliance.

Date: Thursday, March 16, 2017

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: **"Police and Fire Recruitment Reboot: Challenges and Innovative Solutions"**
Members in Transition – please e-mail or call Alex below to register ****ILCMA members – invite an MIT to lunch today!!**

RSVP: **By March 13, 2017** at <https://www.ilcma.org/?p=5172>
or to Alex Galindo at agalindo@niu.edu or (815) 753-5424.

*Cancellations must be made **by March 13.**
Any cancellations after that date will require full payment for the luncheon.*

4th Annual ILCMA 5K Race Results

The annual ILCMA Winter Conference 5K Run/Walk were conducted on the streets of Peoria. The temperature was 22 degrees at the start of the race with a wind chill of 14 degrees. Compared to previous years, the weather made it feel like the walkers and runners were in the Bahamas. The participants received the traditional hot chocolate in their race packets and an official "ILCMA Run-Walk Club" lunch pack.

The runners and walkers were escorted by the Peoria Police Department. The Police Department, along with Sha Zam Racing, developed the flat, rectangular course. Unlike past years, no one got lost on the course. Brad Henz and Sha Zam Racing provided the bibs, chip timing, timing clock and finisher's shoot. A big "Thank You" goes out to Brad Henz and his crew.

Forty-three individuals signed up for the run/walk. The age group winners are listed below.

The 1 mile race walk age group winners were:

Kelly Chrisse	John Emser
Denise Burchard	Marty Lyons
Mike Earl	

The 5K runner's age group winners were:

Jim Grabowski	Stacey Heckler
Mark Moran*	Maureen Barry
John Phillips	Robin Ellis
David Olson	James Arndt
Kelsey Lock	Laura Newman
Lisa Kotter	

(* Denotes four time age group winner)
 (James Arndt and Lisa Kotter moved up from the walker's division were they were past winners to win their age group in the 5k run.)

The race director would like to thank this year's volunteers, Marty Lyons, Jennifer Barlas, and Stacey Heckler. And a BIG "Thank You" to Patrick Urich and the City of Peoria's Police Department for providing a safe course to run/walk.

Next year, the age group winners will have an opportunity to defend their titles on the same course as the ILCMA Winter Conference will again be held in Peoria on February 7 - 9, 2018. Keep running!



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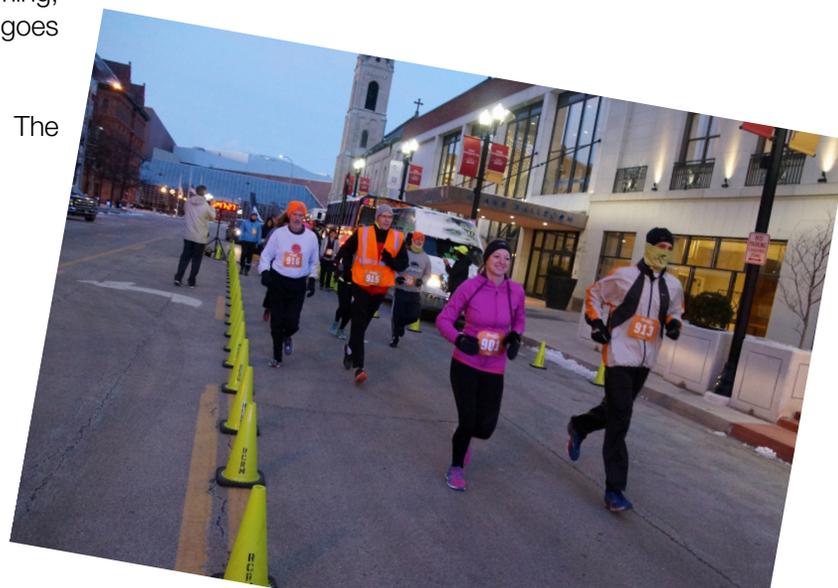
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- ▶ **Digital agendas and archives** with video recordings and extensive presentation materials and examples from dozens of sessions available in a convenient online library — delivering you “professional development in a box” — when you want it and where you want it.
- ▶ **1-1 Coaching** can help you chart a path in local government and help you find information you need. Find a coach with **CoachConnect**, our new digital matchmaking method. Learn the critical elements for productive and enjoyable 1-1 coaching.
- ▶ **Talent Development resources** to make greater use of your talent and have fun doing it.
- ▶ **Speed Coaching** session at the ICMA Annual Conference and templates for use at local level — expand your networks.
- ▶ **Career stories** of ICMA leaders and rising stars offering career insights and tips.
- ▶ **Career Compass column** that address critical career issues.

All resources made available without charge to promote professional development at all levels in local government.

REGISTER NOW

Advance registration is required for each 90-minute webinar. Simply click on the session titles below, or go to **icma.org/coachingwebinars** to register or access the digital archives. If you can't make a session, you'll receive an automatic notice afterwards with details on how to access the materials and digital recordings.

- ▶ **ATTRACTING AND RETAINING A DYNAMIC WORKFORCE**
Wednesday, March 29
- ▶ **BEING A GREAT COACH AND A WINNING PLAYER IN YOUR ORGANIZATION**
Wednesday, April 19
- ▶ **BEST PRACTICES IN CITIZEN/CUSTOMER SERVICE**
Thursday, May 11
- ▶ **EFFECTIVE COMMUNICATION OF COMPLEX ISSUES TO THE PUBLIC**
Thursday, September 7
- ▶ **STRATEGIES FOR HAVING DIFFICULT CONVERSATIONS**
Wednesday, October 11
- ▶ **TOOLS TO RESOLVE TOUGH ISSUES IN YOUR COMMUNITY**
Thursday, November 9

icma.org/coaching

continued on the next page

COACHING IS FOR EVERYONE

Coaching offers value for people at any stage in their careers. As in sports, coaching helps even the best players do better. Why? Because everyone can benefit from sharing best practices and gaining perspectives from others who can help them see their situation and opportunities from a fresh perspective. That's why we organize the Coaching program webinars to serve as whole team learning experiences. It's also why the Speed Coaching and 1-1 Coaching models provide a structure for advice at multiple stages in a career.

ICMA SPEED COACHING

ICMA holds a speed coaching event each year at our annual conference. Participants get career and resume tips in a lively and always popular workshop.

Speed Coaching is also great for state association conferences, professional gatherings, and local area managers meeting. You can find resources and guidelines to organize your Speed Coaching Event at icma.org/speedcoaching.

NEW THIS YEAR

- ▶ **ICMA's CoachConnect:** Find the coach best suited for you faster. Members and non-members of ICMA at any stage of their career can find a coach to help them with their career, a community issue they want a second opinion on, or even the work-life balance challenges of the profession. Learn more at coachconnect.icma.org
- ▶ **ICMA Credentialed Manager Program Credit:** Coaching webinars now qualify for ICMA's Credentialed Manager credits. The six webinars address 12 of the 18 ICMA practice areas. Each webinar registration link notes the relevant practices.
- ▶ **New Talent Development Resources:** To assist you in creating a rewarding new chapter in your talent story, we are providing a **downloadable copy** of the "Take Charge of Your Talent Participant Guide" – ICMA special edition, that's complimentary for participants in the ICMA Coaching Program

Subscribe to the free email list for program updates at icma.org/coaching.

Note: requires an icma.org site login (complimentary).

For more information please contact

Don Maruska, ICMA Coaching Program, ICMACoaching@donmaruska.com or 805-772-4667,
or Rob Carty, Director of Career Services at ICMA, rcarty@icma.org

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ILCMA AWARDS PROGRAM



**NOMINATE A COLLEAGUE TODAY!
NOMINATIONS DUE BY APRIL 21, 2017**

ILCMA started the awards program in 1994 in order to honor those in the association who have exemplified excellent public service. There are two major award categories: The Robert B. Morris Lifetime Achievement Award and the Special Service Award. There are three categories within the Special Service Award: Service to the Profession, Service to the Association, and Service to the Community. The award criterion for each award is described in detail below.

Robert B. Morris Lifetime Achievement Award

The ILCMA Lifetime Achievement Award was renamed the Robert B. Morris Lifetime Achievement Award in 2004 in honor of Robert B. Morris. Mr. Morris was hired in 1951 as the Village Manager (VM) in Glencoe and was the first VM in Illinois not trained as an engineer. Bob went on to serve in the village of Glencoe for over 30 years. His distinguished career and ILCMA legacy is highlighted by many professional contributions and accomplishments including the following:

- In 1964 ILCMA hosted the ICMA 50th Anniversary Conference in Chicago, IL. Bob Morris served as the chair of the conference committee.
- Also in 1964 Bob Morris was elected ICMA Regional Vice-President.
- From 1982–1991 Bob served as Midwest Manager and Director of Training and Development, ICMA Retirement Corporation, Evanston, IL
- ILCMA joined the ICMA Range Rider program and Bob Morris became one of the first Illinois Range Riders. Les Allen, long time manager of Decatur, was his counterpart. Bob went on to serve as a Range Rider until 2006.

Qualifications

The Robert B. Morris Lifetime Achievement Award is presented to a retired individual who has served no less than 20 years in local government, at least eight of those in Illinois. Selection for the Robert B. Morris Lifetime Achievement award is based on the following criteria:

- 1) The nominee's professional contributions to the communities in which he/she has served;
- 2) The nominee's personal contributions to the communities in which he/she has served;
- 3) The nominee's contributions to the advancement of the local government management profession through leadership, advocacy, and the development of other professionals;
- 4) The nominee's exemplary service to the Illinois City/County Management Association;
- 5) A clear indication that the nominee has, throughout his/her career, dedicated himself/herself to public service above and beyond the organizations in which he/she served.

The award recognizes a manager whose service has been judged by peers as strong or exceptional, and who has made major contributions beyond direct service to local government (e.g., through service to the associations and the profession). An ILCMA Lifetime membership is awarded to the recipient.

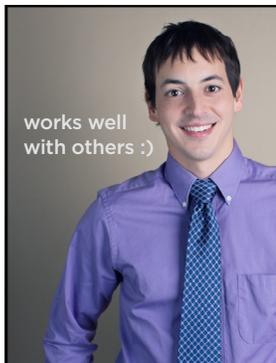
Special Service Awards

Service to the Association
Service to the Profession
Service to the Community

Qualifications

The Special Service Award is presented to individuals who have notable association or affiliate activity and significant professional accomplishments in the following areas:

- 1) Service to the Association: The nominee has actively served the Illinois City/County Management Association through exemplary service to an ILCMA committee, the executive board, or has made other significant contributions to ILCMA.
- 2) Service to the Profession: The nominee has demonstrated concern for the support, well-being, and growth of other professionals and those aspiring to a career in local government management, or the nominee has actively promoted the profession to the community at large including, but not limited to, university programs, Illinois Municipal League, and regional councils of government.
- 3) Service to the Community: The nominee has demonstrated exemplary service within one's organization by being an above average professional manager and having displayed the characteristics of integrity and leadership in order to provide exceptional service to one's community in order to get project(s) completed. This award can also honor a nominee who has served a cause that is beyond that of the municipality or county through volunteerism in national, state, regional, and local organizations. This award can encompass private interests, family interests, acts of heroism, charitable acts, or social accomplishments.



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ILCMA Awards Nomination Form



Name of Nominee _____

Current or Most Recent Position _____

Address _____

Please indicate the award for which you are nominating this individual.

___ Robert B. Morris Lifetime Achievement Award

Special Service Award – **place an “x” in one area below**

___ Service to the association

___ Service to the profession

___ Service to the community

In the space below, indicate the reasons the above individual is worthy of the award for which she/he is being nominated (may attach separate sheet if necessary). Please **DO NOT** submit multiple letters of support. Nominations must be **received by April 21**. Send a pdf form of the nomination to: Dawn Peters at dpeters@niu.edu. Please put ILCMA Award Nomination in the subject line.

Name of Nominator _____

Signature of Nominator _____

New Perspectives on Growing Local Economies Northern Illinois University April 3, 2017 DeKalb, IL



Morning program features Lynne and Ty McDaniel of An Orange Moon and West of Western, Scott Struchen, Peter Limberger and Keith Pearse of Tangled Roots Brewery, and Illinois Office of Tourism Director Cory Jobe.

- Date: Monday, April 3, 2017
 - Time: 9:30 AM to 4:00 PM
 - Check-in and breakfast begin at 8:45 AM.
 - Location: Sky Room at Holmes Student Center, Northern Illinois University, DeKalb, IL
 - \$75 registration fee includes breakfast, lunch, parking, and materials. NIU students are free. \$40 for all other students.
 - Discounted room rates available at NIU's on-campus hotel. Details on registration form.
- Questions: email pinman@niu.edu or mevans@niu.edu

A Workshop for Economic and Downtown Development Professionals, Entrepreneurs, Students, Nonprofits, and Interested Individuals

This conference presents new ideas in economic development and downtown growth. Successful business owners, community organizers, financial experts and others will share their perspectives on growing economies in challenging locations or strengthening established economies. Learn how to develop an ecology of connected businesses, utilize leadership and social capital, create sustainable businesses by connecting to supportive markets, find resources and take action to make things happen.

This event is part of NIU's Great Downtowns Growing Cities Program and UNESCO's Learning Cities.

Additional information and registration forms available at www.cgs.niu.edu

Afternoon Panel



Alicia Schatteman
Northern Illinois
University



Leodis Scott
DePaul University



Sarosh Saher
Village of Lake
Zurich



Norman Walzer
Northern Illinois
University



Patty Ruback
Eat Local DeKalb



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New Perspectives on Growing Local Economies

April 3, 2017 DeKalb, IL

HOSTED BY NORTHERN ILLINOIS UNIVERSITY'S
CENTER FOR GOVERNMENTAL STUDIES
HOLMES STUDENT CENTER 9:30 AM-4:00 PM
CHECK IN AND BREAKFAST BEGIN AT 8:45 AM

PLEASE REGISTER BY MARCH 25, 2017

Organization: _____

Contact Name: _____

Mailing Address: _____

Phone: _____ Email: _____

Names of Attendees _____

Registration Fee \$75/person (no cost for NIU students, all other students are \$40):*

___ Number attending \$ ___ Total due (Make checks payable to CGS-NIU)

**In order to keep our conferences affordable, payment is by check or cash only. Fee includes breakfast, lunch, snack, parking, and workshop materials. Students-list school you attend on organization line. Registration accepted after March 25 if space is available. E-mail mevans@niu.edu for current availability.*

Accommodations: Rooms can be reserved at the Holmes Student Center Hotel at a discounted rate of \$65/night for April 2 and/or April 3 by calling 815 753-1444. Request rate for Local Economy Conference. This block of rooms will be available until March 25.

Please print and return this form with payment (checks or cash only) to:

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Northern Illinois University
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DeKalb, IL 60115-2828



NORTHERN ILLINOIS UNIVERSITY

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IAMMA Luncheon

March 15, 2017

The State of Intergovernmental Relations

March 15, 2017

Check-In Starts at 11:30

Discussion Begins at Noon

Elk Grove Village Hall

901 Wellington Ave, Elk Grove Village, IL 60007

Cost \$15 (includes lunch)

<https://iamma-march2017.eventbrite.com>

Join IAMMA and a panel of local leaders to discuss the current state, future and importance of intergovernmental relations in the greater Chicago area.

Panel Includes:

Joe Carey, Assistant Village Manager, Vernon Hills

Ryan Risinger, Executive Director, Buffalo Grove Park District

Nijah Fudge, West Regional Director, Alliance for Innovation

Nick Brown, Superintendent of Hawthorn District 73

Sign Up at <https://iamma-march2017.eventbrite.com>

Questions can be directed to: Brian Southey (bsouthey@elkgrove.org) or Joe Carey (JoeC@vhills.org)

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 hi-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.

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.)

George Gray	write463@gmail.com	219-765-7014
David Nord	dave3441@yahoo.com	815-520-9757
Tim Ridder	timothyridder@hotmail.com	309-236-0929
Ed Cannon	edwardcannon@mac.com	847-624-4669
Chris Martin	chrisadammartin@gmail.com	

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 <https://www.ilcma.org/programs-and-services/ilcma-professional-resource-service/>

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.

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ICMA 2017 LOCAL GOVERNMENT EXCELLENCE AWARD NOMINATIONS OPEN THROUGH MARCH 15

ICMA recognizes the many achievements of its members with an awards program that highlights extraordinary accomplishments as well as dedicated service to the profession.

- The [Distinguished Service Award](#) annually recognizes a retired member who has made an outstanding contribution to the management profession and local government.
- [Honorary Membership](#) is awarded to an individual outside the local government management profession because of his or her distinguished public service and contributions to the improvement and strengthening of local government
- [Local Government Excellence Awards](#) recognize individual achievement as well as outstanding local government programs.
- [Local Government Service Awards](#) recognize and celebrate ICMA members' dedication to public service and professional management at the local level.
- Through the [Certificates in Performance Management Program](#), the ICMA Center for Performance Analytics recognizes local government performance management programs, encourages comparative analysis, and rewards transparency.

For more information please visit <http://icma.org/en/icma/members/awards>.

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FGM ARCHITECTS



February 3, 2017

Dear Community Leader,

Can you help Illinois become a network member of Dementia Friendly America?

Dementia Friendly America is a national initiative in partnership with the National Association of Area Agencies on Aging and Leading Age. The primary goal is to convene and support the development of dementia friendly communities across the U.S. through increased community and system capacity, and enhanced quality of life for persons with dementia and their care partners.

As a recognized leader in your community, the Illinois Cognitive Resource Network (ICRN) cordially invites you to participate in the inaugural **Dementia Friendly America – Illinois** workshop on **Thursday, March 30, 2017** from **10:00 a.m. – 3:00 p.m.**

Experts from ICRN and Dementia Friendly America will convene and facilitate this workshop at the **Dove Conference Center at St. John's Hospital's Prairie Heart Institute, 619 E. Mason, Springfield, IL.**

This statewide workshop will bring together families living with dementia and key leaders from multiple community sectors to learn about Dementia Friendly America, share in the vision for Illinois as a dementia friendly and capable state, and develop an action plan to engage local communities in identifying and executing dementia friendly initiatives.

Please join the conversation about how communities throughout Illinois can increase their awareness and responsiveness to the needs of individuals with dementia and their care partners.

To learn more about Dementia Friendly America, visit www.dfamerica.org. To learn more about ICRN, visit ilbrainhealth.org. To RSVP for this workshop, please e-mail info@ilbrainhealth.org with your name, organization and contact information.

On behalf of ICRN, we look forward to seeing you on March 30th.

Sincerely,

Raj Shah, MD
Rush University
Alzheimer's Disease Center

Darby Morhardt PhD, LCSW
Northwestern University
Alzheimer's Disease Center

Greg Kyrouac, MEd
Southern Illinois University
Alzheimer's Disease Center

*Illinois Cognitive Resources Network member include representatives of the: **Aging Network:** Area Agencies on Aging – Age Options/Suburban Cook, City of Chicago, Lincolnland, & Northwestern Illinois; Illinois Association of Area Agencies on Aging (I4A); Illinois Department on Aging; Administration on Community Living, Rush Health and Aging; **Advocacy Network:** Alzheimer's Association Chapters with coverage in Illinois; **Alzheimer's Disease Assistance Centers:** Northwestern University Feinberg School of Medicine - Cognitive Neurology and Alzheimer's Disease Center; Rush University Medical Center - Rush Alzheimer's Disease Center; Southern Illinois University School of Medicine -Center for Alzheimer's Disease and Related Disorders, National Institutes on Aging; **Disability Network:** Department of Human Services, Division of Rehabilitation Services, Bureau of Home Services; and, **Public Health Network:** Illinois Department of Public Health, Illinois Public Health Association.*



LEGACY PROJECT SOCIAL NIGHT & WOMEN'S FASHION ACCESSORY DRIVE

Social and networking event with
co-workers, colleagues, and friends

Bring your gently used women's fashion accessories
which will be donated to help women
who are entering the job market and moving beyond
the need for social and financial assistance

Light Appetizers • Cash Bar • Raffle Prizes

ALL ARE WELCOME!

Thursday, March 30, 2017

Rock Bottom Brewery
2nd Floor Loft
28256 Diehl Road
Warrenville, IL

5:00 – 8:00 pm

Advance Registration/RSVP Requested
(but not required)

[Register Here](#)

Questions about the event or donations may be directed to
Nancy Hill at nhill@itasca.com

**Donate
your gently used
women's fashion
accessories at the
event and receive a
chance to win a
RAFFLE PRIZE!**

One raffle ticket per person
with a donation

Items Accepted:

- Fashion Accessories
- Costume Jewelry
- Scarves
- Belts
- Purses
- Briefcases and Totes
- Paper Shopping Bags,
department-store style

*All items must be current,
clean, and job interview
appropriate*

*Please deliver individual pieces
of jewelry and jewelry sets in
Plastic, zip-close baggies*

*The Legacy Project is unable to
accept clothing or any item in
need of repair or cleaning*

**All donations benefit
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Illinois Association of Municipal Management Assistants (IAMMA) Annual Conference

GROUNDWORK FOR SUCCESSFUL LEADERSHIP



SAVE THE DATE

FRIDAY, APRIL 21, 2017

NORTHERN ILLINOIS UNIVERSITY (NIU)
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NAPERVILLE, IL, 60563



U.S. CENSUS BUREAU BOUNDARY AND ANNEXATION SURVEY

The U.S. Census Bureau conducts the Boundary and Annexation Survey (BAS) annually to collect legal boundary information, government status, and names for American Indian areas, states, counties, minor civil divisions (MCD), and incorporated places. The Census Bureau uses the boundary information collected in the BAS to tabulate population data for the decennial and economic censuses as well as annual estimates and surveys such as the Population Estimates Program and the American Community Survey.

The Census Bureau is conducting BAS workshops in Springfield, Chicago, and Hoffman Estates, IL. The workshops will provide an overview of the 2020 Census Geographic Partnership Programs, the 2017 BAS, an explanation of geographic concepts and boundaries used by the Census Bureau, and demonstrations for creating a digital and paper response for completing the BAS. You are encouraged to bring your BAS materials to the workshop since there will be an opportunity for you to ask Census staff any questions you may have about your boundary information.

Monday, March 13, 2017

Time: 9am – 1pm

Illinois Department of Transportation
Hanley Building – Auditorium
2300 S. Dirksen Parkway
Springfield, IL 62764

Contact Sherrie Taylor at taylor@niu.edu or call 815-753-0925 for information on parking.

Tuesday, March 14, 2017

Time: 9am – 1pm

Chicago Metropolitan Agency on Planning
233 South Wacker Drive, Suite 800
Chicago, IL 60606

Paid parking is available in nearby lots and garages surrounding the Sears/Willis Tower. Public transportation is also available through Metra and CTA. The link below is for transit and other rail lines arriving and departing close to the workshop location.

The Regional Transportation Authority (RTA):
<http://www.rtachicago.org/index.php/plan-your-trip.html>

The Chicago Metropolitan Agency on Planning will need a final list of workshop attendees to provide to the Sears/Willis Tower building security no later than Thursday, March 9, 2017. All workshop participants must provide a valid photo ID to Sears/Willis Tower building security staff located at either the Wacker Drive or the Franklin Street entrances. Please allow additional arrival time for this workshop.

Wednesday, March 15, 2017

Time: 9am – 1pm

NIU Hoffman Estates
5555 Trillium Blvd, Room 104
Hoffman Estates, IL 60192

Free parking is available on-site.

COST: Free

WORKSHOP MATERIALS:

An agenda and other location specific information will be emailed to registered attendees a week prior to the workshop. Program flyers will also be available on-site. Feel free to bring a laptop with Geographic Update Partnership Software (GUPS) or another digital mapping software, or paper maps that you use to participate in BAS.

REGISTER:

Please RSVP by emailing your name, phone number, workshop location, and BAS participation method type to geo.bas@census.gov with a generic subject of: RSVP to Illinois BAS Workshop by Thursday, March 2, 2017.

ADDITIONAL INFORMATION:

Advance Response information was emailed to the BAS contact in December. You may go to the BAS homepage to request 2017 BAS materials or report no boundary changes. Additional information about the BAS and the upcoming workshops can be found on the BAS homepage at: <https://www.census.gov/programs-surveys/bas.html>.

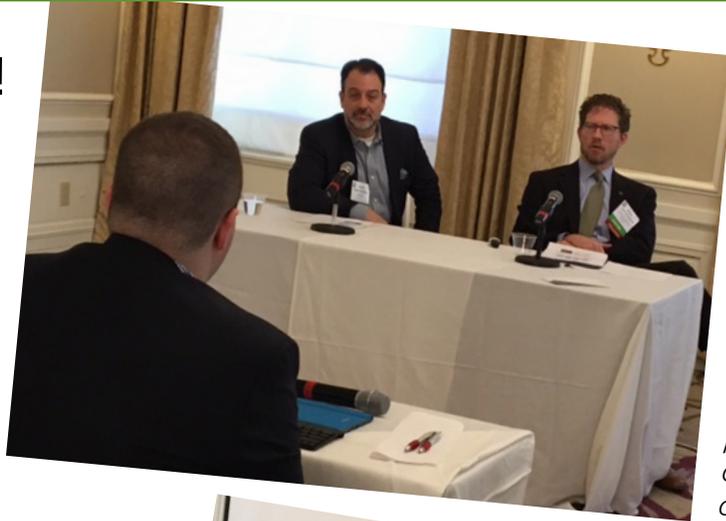
If you have any questions about the BAS or the upcoming workshops, please contact the BAS team at geo.bas@census.gov or by phone at 1-301-763-1099.



Conference Photos!



Baker Cassady – ILCMA President Mike Baker and Conference Chair Mike Cassady kick off the Winter Conference



Dickinson Silverman – David Silverman and Geoff Dickinson present a session on economic development



Spring Elections: Panelists discuss the upcoming Spring elections – are you ready?



Full Crowd - There were just over 260 attendees at this year's conference



The Unconference session featured six topics discussed simultaneously in one open room.



WC Family Feud – Mark Franz and Jenny Maltas served as co-hosts of Family Feud, complete with their 70's throwback outfits

Family Feud – Family Feud Assistants vs Managers was won by the Assistants



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CLA Courses Qualify for ICMA's Voluntary Credentialing Program

March 28, 2017 – NIU-Naperville
I.T. Checkup or Total Reconstruction?

April 6, 2017 – Giving DuPage/DuPage County Administration Building
Executive Director 101 - Nuts & Bolts

April 12, 2017 – NIU-Hoffman Estates
Engineering for Non-Engineers: Infrastructure & Design the Questions to Ask

April 18, 2017 – NIU-Naperville
Local Government Financial Reporting: Production and Consumption Realities

www.cgs.niu.edu




ILLINOIS DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Diann Reed
Manager
Local Government Health Plan

Office: 217-524-1227
Fax 217-524-7541
Diann.Reed@Illinois.gov

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Challenges and Innovative
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With a competitive applicant pool and many agencies testing more frequently than in years past, new recruitment challenges abound.

Join the ILCMA Professional Development Committee to learn about regional trends, recruitment strategies, diversity and inclusion, and future challenges from the perspectives of fire chiefs and police chiefs.

The presentation will feature an in-depth panel discussion, followed by Q&A.

Slated panelists include Deputy Chief Paul Klicker, Glenview Fire Department; Chief Ken Koeppen, Arlington Heights Fire Department; Chad Legal, President of I/O Solutions; Chief Patrick O'Connor, Moraine Valley Police Department; and Human Resources Director Sarah Schillerstrom, Village of Glenview.

Date: Thursday, March 16, 2017

Time: 8:30 a.m. Registration and Continental Breakfast
9:00 – 11:30 a.m. In-depth panel discussion

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

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

RSVP: Online Registration (**no credit card required**): <https://www.ilcma.org/?p=5172>
By March 13 Phone in Registration 815-753-5424
Email registration to Alex Galindo at agalindo@niu.edu

*Cancellations must be made by March 13, 2017.
Any cancellations after that date will require full payment.*

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City of Des Plaines, Finance Department, Financial Analyst

The City of Des Plaines Finance Department is seeking qualified candidates for the position of Financial Analyst. This is a professional position responsible for the timely and accurate completion of a variety of tasks in functional areas of the Finance Department to which the position is assigned. Examples of tasks in functional areas that Analysts perform include preparation of the Comprehensive Annual Financial Report (CAFR), Capital Improvement Program and Budget, accounts receivable and accounts payable, monthly reconciliations, journal entries and financial analysis. The position works under the general supervision of the Assistant Director of Finance and/or the Assistant City Manager/Finance Director and may supervise staff as assigned.

The minimum qualifications of the position include graduation from an accredited four-year college or university with a degree in accounting, finance, business administration or a closely related field. A minimum of between three to five years of progressively responsible experience in accounting or finance of which two (2) years should be with a public sector organization. An equivalent combination of education and experience may be substituted for the minimum qualifications.

The salary range for this position is \$66,813 - \$86,856, dependent upon qualifications. This position comes with a generous City Benefits Package which includes health insurance, paid time off, defined benefit retirement system and more.

Interested parties may apply online through the City's Website at www.desplaines.org. Deadline for applications is 5:00 p.m. on Wednesday, March 8th. The City of Des Plaines is an EOE.

City of Prairie du Chien, WI, City Administrator

Picturesque community established in 1673, Prairie du Chien is the second oldest community in the state, and beautifully situated at the confluence of the Mississippi and Wisconsin Rivers. Located in southwest Wisconsin, the City is within an hour of Dubuque, Iowa and La Crosse, Wisconsin, and is conveniently accessible to much of the upper Midwest.

The City is seeking a team-oriented, strategic-thinking professional with strong finance and budget management, staff leadership and communication skills. Proven financial, analytical and human resources skills, as well

as supervisory experience, are essential. Experience in community and economic development is helpful.

The City has a workforce of about 45 full-time and 35 part-time employees, providing municipal services including police, fire, streets, sewer and waste water, parks and recreation, library, airport, plus administrative services. The City Administrator oversees combined budgets of more than \$7.7 million, six TIF Districts and the City is rated A1 by Moody's.

Candidates must have a bachelor's degree in public administration, finance or related field, plus five years of increasingly responsible local government management experience. A Master's degree in public administration, business administration or closely related field is desired. Assistant administrator experience in a larger community will be considered.

Candidates must possess proven leadership, managerial, and interpersonal skills to lead a financially fit organization in a politically stable community. The City Administrator is appointed by the Mayor and eight-member Common Council. Starting salary range: \$85,000 – \$95,000 +/- DOQ. Candidates should apply by March 27, 2017 with resume, cover letter and contact information for five work-related references to www.govhrusa.com/current-positions/recruitment to the attention of Lee Szymborski, Senior Vice President, GovHR USA, 630 Dundee Road, #130, Northbrook, IL 60062. Tel: 847-380-3240.

Village of Bloomingdale, Director of Public Works

The Village of Bloomingdale (population 22,018) a stable community located in western suburbs of Chicago is seeking qualified, energetic applicants for the position of Director of Public Works. This is a highly responsible position which is responsible for performing or directing a broad variety of duties, including carrying out administrative, professional, and supervisory work in directing the activities of the Public Works Department, including water, wastewater, sewer, streets, right of ways, traffic control, street lighting, buildings and grounds, public spaces, forestry, turf management and other projects and programs. The Director of Public Works is responsible for management of the department's annual budget of approximately \$16.40 million consisting of \$13.45 million in operating expenses and \$2.96 million in capital outlays. Candidate should possess excellent communication skills, computer skills, and a firm grasp of business and management fundamentals. Experience in a municipal service or similar business environment a plus. A Bachelor's degree in civil engineering with a Professional Engineer's license /certification is strongly preferred. A Master's in Public Administration or Bachelor's in environmental

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science, construction management or other engineering field will be considered. Excellent benefit package provided. Starting Salary is dependent on experience and qualifications. The Village is an Equal Opportunity Employer. Apply promptly online with a complete resume and five references to Employment Opportunities at: www.villageofbloomington.org Applications will be accepted until 4:30 p.m. March 31, 2017

Village of Wilmette, Accountant

The Village is accepting applications for a full-time Accountant. This position works under the direct supervision of the Assistant Director of Finance. The Village oversees a \$72 million budget.

General Responsibilities:

Position will be responsible for maintaining the general ledger in accordance with generally accepted accounting principles and prepare financial reports and provide analysis as needed to assist senior management in decision making. Essential duties include timely preparation of monthly and annual financial reports, payroll, utility billing and preparation of cash and investment schedules. This position will assist with annual audits, reconciliation and verification of bank accounts balances with the general ledger.

Position Requirements:

Successful candidate will have a Bachelor's Degree in Accounting, and one to three years of experience in municipal accounting field, or an equivalent combination of experience and training to perform the functions of the position; successful completion of Certificate in Public Accounting (CPA) is preferred.

Essential position requirements include working knowledge of governmental accounting theory, Generally Accepted Accounting Principles and Practices; ability to maintain efficient and effective financial systems and procedures; ability to prepare and analyze complex financial reports and interpret data to formulate conclusion; knowledge of internal control procedures and public finance and fiscal planning; working knowledge of payroll and accounts payable functions; ability to communicate effectively, orally and in writing; ability to prioritize, organize and complete required duties in a timely and accurate manner. Candidate should be proficient in various business computer software packages, including but not limited to Microsoft Office, Tyler Technologies' MUNIS financial software and Crystal Reports. Individual must be able to communicate and coordinate with others effectively.

Starting Salary Range:

The salary range for this position is \$65,742 to \$86,614 with a starting salary DOQ. The Village provides an excellent benefits package, including health insurance, dental and vision insurance, and participation in the Illinois Municipal Retirement Fund (IMRF).

Selection Process:

Candidate should be prepared to take a written exam related to tasks that may be encountered on the job and undergo a thorough background investigation. Interested candidates should complete an employment application which may be downloaded from the Village's website at www.wilmette.com and submit it along with a resume and cover letter electronically to HumanResources@wilmette.com. Paper submissions will not be accepted. The position will remain open until filled. EOE

City of Warrenville, Management Analyst, Public Works Department

Responsible for organizing, coordinating, implementing, and evaluating administrative, technical and operational support activities of the Public Works department.

This position is expected to work 40 hours per week from 8:00 a.m. to 5:00 p.m., Monday – Friday. Salary range: \$62,549-\$88,554. This is a full-time, exempt position with benefits including health and life insurance, pension, and benefit time. Interested applicants should submit a cover letter and resume to:

City of Warrenville
Attention: Cristina White
Assistant City Administrator
28W701 Stafford Place
Warrenville, IL 60555
cwhite@warrenville.il.us
Equal Opportunity Employer

McHenry County, Risk Management Coordinator

McHenry County, Illinois is looking for an experienced Risk Management Coordinator. This full time position is responsible for assisting with the development and administration of the County's workers' compensation program, property and liability insurance program, risk management program and the OSHA compliance/safety program. The preferred candidate will have extensive experience in reviewing, researching, investigating and processing and resolving workers' compensation and insurance claims. This position coordinates claims with all departments and actively works with third party administrators and legal counsel to administer and resolve claims. This position also maintains the OSHA Log and

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ensures compliance with reporting/posting requirements and coordinates safety training programs.

Education:

This position requires a high school diploma or equivalent. An Associate's Degree or equivalent from an accredited college, university or trade school is preferred.

Experience:

The successful candidate will have a minimum of four years of progressively responsible experience in risk management, workers' compensation administration, insurance management, claims adjustment, safety management or OSHA compliance. The successful candidate will have experience with principles and practices of risk management and loss control, Illinois workers' compensation insurance claim procedures and a strong working knowledge of the Illinois Workers' Compensation Act. The successful candidate will also have working knowledge of liability and casualty insurance, liability claims procedures, OSHA and related safety standards, regulations and requirements. The successful candidate must be able to communicate effectively, both orally and in writing, with department heads, employees, vendors, third party administrators, attorneys and the general public.

Interested candidates should visit our website at www.co.mchenry.il.us to apply for this position. Please provide 3 business references, a cover letter/resume with your online application. The salary for this position starts at \$19.07/hr with excellent benefits. Emails, faxes of resumes and direct contact with the hiring department will be declined. Online applications will be accepted until position is filled. McHenry County is an equal opportunity employer. Any questions can be directed to the Human Resource Department at (815)334-4220.

Village of Park Forest, Deputy Village Manager/ Director of Finance

Park Forest, IL (pop. 21,975) Progressive, historic south suburban community known for its well managed municipal services and its focus on customer service. Park Forest is a home rule municipality located in both Cook and Will Counties, Illinois, approximately 30 miles south of Chicago. Park Forest is a full service municipality including public works, police, fire, community development, planning, economic development, finance, recreation and parks, health and a housing authority. The Village has an annual operating budget of \$23 million, a total budget of \$50 million and 170 full-time equivalent employees. The

Deputy Village Manager/Finance Director also serves as the Village Treasurer and is appointed by the Village Manager. The current Deputy Village Manager/Finance Director is retiring after 22 years of service to Park Forest. The Deputy Village Manager/Finance Director is an integral part of the executive management team participating in key decisions regarding strategic planning, economic development, capital planning and development, fiscal policy and collective bargaining. The Village Manager and executive team are extremely collaborative and value teamwork which has resulted in a high functioning, long tenured senior staff. This position oversees 21 staff members including finance department functions, downtown operations and information technology. Direct reports include an Assistant Finance Director, IT Director, and a Downtown Operations Manager. The Finance Department also has an Accounting Manager and Accountant positions. The Deputy Village Manager/Finance Director has overall responsibility for budget development and administration, audit preparation, long and short term revenue and expenditure strategies, investments, purchasing, utility billing, information systems, pension benefits and all policies affecting the overall fiscal health of the Village. Candidates must have a bachelor's degree in finance, public policy, public administration, business, or a related field. A CPA and/or master's degree in public policy, public administration, finance or business administration is a plus. Candidates must have five to seven years of increasingly responsible experience in executive-level financial administration with a portion of that experience in the public sector. The successful candidate will be a highly collaborative, experienced executive with a proven track record in progressive fiscal management, with the ability to work closely with elected and appointed officials and department heads on the Village's financial strategies and overall operations. The Village of Park Forest offers a competitive benefits package and is an Equal Opportunity Employer.

The starting salary range is \$100,000 - \$125,000 +/- DOQ. Residency is not required but the final candidate



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should live within a reasonable commuting distance. Candidates should apply at once but no later than March 13, 2017 with resume, cover letter and contact information for 5 references to GovHRUSA.com/current-positions/recruitment to the attention of Heidi Voorhees, GovHR USA, 630 Dundee Road #130 Northbrook, IL 60062 Tel: 847-380-3240.

Lake County, Director of Transportation/County Engineer

Lake County, IL (population 703,462) seeks highly collaborative, experienced engineering executives as candidates for the County's Director of Transportation/County Engineer position. This position is a key leadership position responsible for planning, organizing and directing all activities related to the highway, bridge and bikeways for the Lake County Transportation System. The Division of Transportation has 129 full-time and 20 part-time employees, a \$20 million operating budget, and a \$50-60 million annual capital program.

Lake County is a large, complex organization consisting of more than 30 departments and divisions that provide services including law enforcement, water and sewerage treatment, public health, criminal justice, transportation, public works, land use planning, building inspections, tax collection, elections, and emergency management. The County has 2,600 employees, a \$450 million budget and is governed by a 21 member elected Board. The county is spread out over more than 1300 square miles.

The Director of Transportation/County Engineer is responsible for the entire 300-mile highway system, 41 highway bridges and 62 miles of bikeways. This includes the development of multi-year capital and funding plans; the implementation of innovative methods of highway construction, operations and maintenance; and, active participation in a wide variety of organizations, agencies and governmental entities throughout the Chicago metropolitan area related to transportation in the region. This position is appointed by the county board and reports to the county administrator.

As the leader of the Lake County Division of Transportation (LCDOT), the director will manage an impressive team of professionals working to provide a safe, efficient and innovative transportation system to enhance mobility, economic development and quality of life in Lake County. The director will have oversight of a state of the art Traffic Management Center, which houses Lake County PASSAGE, an intelligent transportation system that is a

model in the region. The successful candidate will also be responsible for LCDOT's snow and ice operation, as well as management of the County's fleet. Our five-year Highway Improvement Program is over \$580 million and supports more than 20,000 jobs. The newly developed LCDOT Strategic Plan has core values that focus heavily on employee development, team building, and innovation. Minimum requirements include a Bachelor's Degree in civil engineering, licensed as a Professional Engineer under the Illinois Professional Engineering Act (or the ability to obtain an Illinois license if licensed in a different state) and ten years of progressively responsible experience in civil or highway engineering and/or construction and maintenance. In addition, significant experience at an executive level interacting with elected officials and other regional stakeholder groups is required. The candidate must receive a satisfactory grade on the examination for the position of County Engineer as administered by the Illinois Department of Transportation. Starting salary range is \$150,000-\$165,000 depending on qualifications and experience. Excellent benefits package. Submit resume, cover letter, and contact information for five professional references by March 13, 2017 to www.govhrusa.com/current-positions/recruitment to the attention of Heidi Voorhees, President, GovHR USA, LLC, 630 Dundee Road #130, Northbrook, IL 60062. Tel: 847-380-3240.

Village of Winnetka, Community Development Director

Winnetka, IL (12,187), Beautiful north suburban community known for its tree-lined neighborhoods, excellent schools and high level of municipal services is seeking an experienced planning and land use professional to serve as its next Community Development Director. A home rule community with a AAA bond rating, Winnetka is located



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in Cook County, Illinois, approximately 16 miles north of Chicago on the shore of Lake Michigan. Winnetka has three separate and distinct business districts and recently completed its first Downtown Master Plan. It is a full-service municipality with water, sanitary sewer, storm sewer, refuse, and electric utilities. The Village has an annual budget of \$70 million and 153 full-time employees. The Community Development Director is appointed by the Village Manager. The current Community Development Director is retiring after 16 years of service to Winnetka. The department has five full-time employees, one part-time employee and contracts for building inspections, sanitation, and plan review services. The department has significant responsibilities for advisory boards and commissions, including Design Review Board, Landmark Preservation Commission, Plan Commission, and Zoning Board of Appeals.

The Community Development Director is an integral part of the executive management team, leading and facilitating key decisions regarding planning, zoning, building, and economic development issues and initiatives. Candidates must have a bachelor's degree in planning, architecture, or a related field. An AICP designation and/or master's degree is a plus. Candidates must have at least ten years of increasingly responsible experience in planning and zoning, of which five years are supervisory experience. Past responsibility for building and code functions is critical. The successful candidate will be a highly collaborative executive with a proven track record in excellent customer service, process improvement, planning and zoning administration, strategic thinking, planned development, economic development, and with the ability to work closely with elected and appointed officials and department heads on the Village's short and long-term planning needs. The Village of Winnetka offers a competitive benefits package and is an Equal Opportunity Employer. Salary: \$145,000 +/- DOQ. Candidates should apply no later than March 8, 2017 with resume, cover letter and contact information for five references to www.GovHRUSA.com/current-positions/recruitment to the attention of Heidi Voorhees, GovHR USA, 630 Dundee Road #130 Northbrook, IL 60062 Tel: 847-380-3240.

Lake County, Assistant County Administrator

Lake County, IL (population 703,462) seeks an innovative, creative and dynamic professional to serve as Assistant County Administrator. This position works as part of the County's administration/management team overseeing the activities and operations for one of three major service areas, as well as strategic initiatives. This person will lead policy and budget coordination, perform policy research,

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develop and implement programs. The individual must be a strategic thinker and consensus builder who can bring strong leadership and communication skills, modern and innovative management practices, and business acumen. The ideal candidate will have a commitment to best practices and customer service, as well as experience in conducting negotiations, developing inter-governmental agreements, strategic planning and shared services.

Lake County is a large, complex organization consisting of more than 30 departments and divisions that provide services including law enforcement, water and sewerage treatment, public health, criminal justice, transportation, public works, land use planning, building inspections, and emergency management. The county has 2,679 employees, a \$503 million budget and is governed by a 21 member elected Board.

The Assistant County Administrator will lead highly complex strategic initiatives and special projects often involving numerous stakeholders with the opportunity to influence regional level change. Examples include: regional 911 consolidation, mental health, sustainability, and multi-departmental operational efficiencies.

Minimum requirements include a bachelor's degree in public administration, public policy, business, or related field, and an MPA/MBA. Eight to ten years of progressively responsible experience in local government management, including significant experience at a senior level interacting with elected officials and other

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stakeholder groups. Starting salary range is \$130,000 - \$160,000 depending on qualifications and experience. Excellent benefits package. Submit resume, cover letter, and contact information for five professional references by March 10, 2017 to www.govhrusa.com/current-positions/recruitment to the attention of Heidi Voorhees, President, GovHRUSA, LLC, 630 Dundee Road #130, Northbrook, IL 60062. Tel: 847-380-3240.

City of Champaign, Finance Director

The City of Champaign seeks an experienced, innovative, and dynamic professional to serve as the Finance Director. The City of Champaign, a vibrant and diverse micro-urban community located in east Central Illinois, is proud to have one of the most consistently stable economic environments in the state of Illinois. Fiscal responsibility and sound financial practices resulted in Champaign's AAA bond rating, the only municipality outside of the Chicago metropolitan area to hold this distinction. The City's budget for Fiscal Year 2016/2017 is \$140.5 million.

Responsibilities of Position

The Finance Director plans and administers the activities of the Finance Department which includes responsibility for the City's financial planning, budgeting, accounting/auditing, revenue administration, treasury management, payroll, collections, and purchasing activities. The Finance Director manages the City's fiscal resources, recommends creative and efficient ways to meet an increasing demand for City services, and must personify the City values of Personal Integrity, Responsibility, Respect, Teamwork, and Results.

The annual starting salary range is \$123,059 - \$144,596, DOQ, plus an excellent benefits package. For full consideration, applications must be submitted no later than Sunday, March 5, 2017.

Review the position profile and application instructions at champaignil.gov/FinanceDirector.

The Regional Emergency Dispatch Center, R.E.D. Center, Executive Director

The Regional Emergency Dispatch Center, R.E.D. Center, located in the northeast area of Illinois, is seeking a highly qualified and motivated individual to serve as R.E.D. Center's next Executive Director. The Executive Director reports to the Chair of the Joint Chiefs Authority (JCA). The JCA consists of the Fire Chiefs who lead the 14 Fire Departments which comprise the current membership of R.E.D. Center. The Chiefs report to a Board of Directors (14 individuals) who are elected or appointed officials from the



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Jim Bilotta
Director, Corporate Development

T: 815.614.2042
C: 815.791.7133
jpbilotta@aquaamerica.com
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member municipalities/fire districts. The municipalities/fire districts are all north suburban Chicago area communities. R.E.D. Center is located in Northbrook, Illinois. In addition to the Executive Director and Assistant Director the Center is staffed by 4 Shift Coordinators, 16 Telecommunicators, 1 full-time Alarm Management Specialist and 2 part-time Alarm Monitoring Specialists who job-share. Additional Administrative personnel include an Administrative Assistant, a Quality Assurance/Training Coordinator, and an IT Services contract employee.

The R.E.D. Center and its member agencies are an integrated, multi-jurisdictional organization that provides quality and individualized fire and emergency medical services to a resident population of approximately 480,000 residents.

Successful candidates must have excellent leadership skills, including a demonstrated ability to interact positively with a variety of officials and staff during both routine and emergency situations. Strong management and interpersonal skills are absolutely necessary traits for the center's next Executive Director. Additionally, candidates should have experience in short and long range strategic planning that addresses operation, administration, and financial planning. Knowledge of fire and emergency medical service operations and experience with quality management techniques are essential attributes. The R.E.D. Center is considering potentially expanding its

mission to include local law enforcement agencies; therefore, knowledge of police operations is highly desirable.

Candidates should have a minimum of five (5) years of progressively responsible management experience with governmental public safety organization(s) including at least three (3) years in a supervisory or command position immediately prior to application for this position. Responsible management experience in a public safety telecommunications organization is highly desired. A bachelor's degree from an accredited four (4) year college or university is preferred. A combination of associated work experience, as well as formal training and education may be considered in lieu a bachelor's degree. A master's degree in a related field and/or certification as a Certified Public Safety Executive from APCO and/or NENA certification as a national Emergency Number Professional is highly desirable.

The annual salary range for this opportunity is \$100,776-\$135,048 depending upon qualifications. R.E.D. Center offers an attractive total compensation package including participation in the (very well- funded) Illinois Municipal Retirement Fund, medical/dental and vacation benefits, professional association membership and excellent training opportunities.

Residency: Must be able to report to the Regional Emergency Dispatch Center (RED Center) within ninety (90) minutes of notification of an emergency situation that warrants the attention of the Executive Director.

Please submit a resume, cover letter and five (5) professional references to our consultants at our on-line application system by March 06, 2017 at www.govhrusa.com/current-positions/recruitment. Electronic submissions are required. Interested person may make inquiries of Joseph De Lopez or Lee McCann, Vice Presidents GOVHR USA, at (847) 380-3240. R.E.D. Center is an Equal Opportunity Employer.

City of Freeport, City Manager

The City is seeking its first-ever City Manager, a charter change passed by referendum in November 2016, and heartily supported by the city's elected officials. The City is seeking an innovative and collaborative professional with strong communication skills to successfully lead the organization and community through this significant change of governance and firmly establish the position as an integral part of Freeport's contemporary delivery of public services.

A record of visibility in the community, proven financial/analytical and human resources skills is required.



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For projects on a tight budget, the variety of color and size with brick gives walls a pleasing visual depth while maintaining costs. When paired with metal accents, brick lends itself to today's fashionable urban, industrial aesthetic and is popular with young professionals seeking apartment living in an urban environment.

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Experience in economic development is desired. Freeport is a full-service City including Police, Fire/EMS, Public Works, Water and Sewer, City Engineer, Community Development, Library and administrative support services. Parks are offered through a separate district. The City has approximately 190 full-time and 30 part-time employees, a combined \$47 million budget and is rated A by Standard & Poor's.

Candidates must have a bachelor's degree in public administration or related field; at least five years of responsible municipal management experience preferred. Assistant administrator experience, or related municipal management or leadership experience in a larger community, will also be considered. A Master's degree in public administration, business administration or other advanced executive level training such as ICMA Credentialed Manager is highly desired.

Candidates must possess proven managerial and interpersonal skills to lead a team-oriented organization in an engaged community. The City Manager is appointed by the City Council. Residency is required. Starting salary range: \$110,000 – \$135,000 +/- DOQ. Excellent benefit package. Candidates should apply by March 6, 2017 with resume, cover letter and contact information for five work-related references to www.govhrusa.com/current-positions/recruitment to the attention of Lee Szymborski, Senior Vice President, GovHR USA, 630 Dundee Road, #130, Northbrook, IL 60062. Tel: 847-380-3240.

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ILGNet is now ILCMA Community Resource Network



The communication tool for ILCMA and IAMMA has been updated. If you already subscribe to ILGNet you don't need to do anything to continue utilizing this tool. If you haven't joined you should know that this system is the web portal for knowledge and communication sharing for ILCMA and IAMMA members. ILCMA Community Resource Network 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.