City/County Management Volume 13 No. 2 SEPTEMBER Strengthening the quality of local governance through professional management



President's Column 2

2017

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Calendar of Events

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

September 6 Legacy Project Luncheon Naperville, IL

September 7 SWICMA Luncheon O'Fallon, IL

September 20 IAMMA Luncheon Location TBA

September 21 – 24 **IML** Conference Chicago, IL

October 5 SWICMA Luncheon Edwardsville, IL

October 5 Metro Manager Luncheon Lombard, IL

October 5 **ILCMA** Professional **Development** Lombard, IL

October 21 – 25 **ICMA** Conference San Antonio, TX

October 21 **ILCMA** Reception at ICMA Conference San Antonio, TX

November 16 **ILCMA** Professional Development Lombard, IL

November 16 **Metro Manager Luncheon** Lombard, IL

November 30 - Dec. 1 **Downstate Fall Meeting** Sterling, IL



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President's Column

Our founding father Benjamin Franklin once wisely said, "When you're finished changing, you're finished." Cities, villages and counties have strategic plans and visit them periodically because it's important to re-evaluate where you are as an organization, how your priorities have changed, and develop new strategies to achieve your goals.

And, just as your organization undergoes a process to update your strategic plan, ILCMA also does this every three years. Recently, the ILCMA Board and Committee Chairs met and agreed on a set of priorities to focus on in the coming years, including new strategies to welcome non-traditional managers and ways to combat some of the negative public perceptions of government that may influence those considering joining our profession.

The association is strong and the professional development opportunities we provide is a testament to our members who value continuous improvement and shaping the next generation of professional managers. We have all faced tight budgets over the past several years and likely were forced to hold vacant positions open, especially interns and assistants. Hopefully, that is changing and these young professionals can take advantage of the same kinds of opportunities that many of us had early in our careers. I would also encourage you to allow your interns, assistants and department heads to participate in the professional development opportunities offered, as well as attend the winter and summer conferences. The issues and topics are specifically tailored to us, and typically not covered by the other professional associations, and therefore provide a lot of value.

I do appreciate the opportunity to serve as your president this year and look forward to working with you to make our great association even better.

Sincerely Barry Burton ILCMA President Lake County Administrator



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Who's Who Directory Update

Paula Schumacher has been appointed as the village administrator in Bartlett. She was serving as the acting administrator and served as the assistant in Bartlett for many years.

Napoleon Haney is the new assistant village manager for the village of Homewood. He comes to Homewood from Orland Park, where he was the assistant public works administrator.

Eric Ertmoed has been appointed as village manager in the village of Lisle. Eric had been acting village manager since the retirement of former Village Manager Jerry Sprecher earlier this year.

Clay Johnson has been appointed as the new village administrator in Lindenhurst. He was formerly the city administrator in the city of Lincoln.

ILCMA sends condolences to the family of **William Morefield,** which includes his son Derik Morefield, city administrator, McHenry. William was the first county administrator in McHenry County. ILCMA has donated \$100 to the ICMA Fund for the Profession in William's memory.

New contact information as of Sept. 11 for Jeff Fiegenschuh is: Jeffrey A. Fiegenschuh, ICMA-CM, MPA City Manager, City of Rochelle HYPERLINK "mailto:jfiegenschuh@rochelleil.us" jfiegenschuh@rochelleil.us 420 N. 6th Street Rochelle, IL 61068

Welcome New Members

815-562-6161

Joseph Dienberg, Administration Intern, Village of Bartlett Phillip Love, Administrative Intern, Village of Skokie Jeremy Reale, Village Administrator-Treasuer, Village of Fisher David Webb, Deputy Village Manager, Village of Hanover Park



MIT Lifesaver Award

Do you know someone who has provided assistance to a member in transition (MIT)? If so, consider nominating them for recognition through the new MIT Lifesaver Award!

Anybody who has been an MIT knows it is a very difficult time and any assistance provided by their fellow ILCMA members is greatly appreciated. The Membership Services Committee has developed a way to recognize ILCMA members who assist MITs. A lifesaver-ring lapel pin will be awarded to members who provide significant, tangible assistance to an ILCMA MIT. Significant, tangible assistance may include sharing a room at an ILCMA or ICMA conference, adding an MIT to an interview process, hiring an MIT part-time, full-time, or for a special project, or inviting an MIT to a regional managers' lunch. Applications are available on the ILCMA website and may be submitted to the Secretariat who will provide the information to the Membership Services Committee for review.

Apply Here

ILCMA Members who have been awarded the ILCMA Lifesaver Award::

Kathleen Gargano, Village Manager, Hinsdale

Jim Arndt, City Administrator, Effingham

Jim and Kathleen were recognized at the ILCMA Summer Conference.

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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.

Creating organizational change through workforce retirements

By: Allison LeMay, Senior Consultant, Baker Tilly Virchow Krause, LLP

Discussions abound about the workforce challenges local governments face as Baby Boomers near retirement age. However, this unique time offers a valuable opportunity to reassess organizational structures and incrementally implement changes as retirements occur. Rather than continuing a "how it's always been done" approach, you can start fresh and realign roles, responsibilities and reporting lines based on current and future needs.

As your local government prepares for upcoming retirements, use these strategies to build the case for conducting an organizational structure analysis. This project can be executed by internal personnel, but consider engaging an outside firm that would lend subject matter expertise and an independent, bias-free voice when reviewing your current structure and roles and recommending changes.

Identify a project sponsor

The project sponsor should not be the project manager. A project manager's role to move the project forward requires dedicated time for day-to-day details. In contrast, the project sponsor champions the project and emphasizes the importance and relevance of its objectives. When selecting a project sponsor, consider an assistant city manager or director—someone who can communicate the long-term benefits and has access to advocate to decision makers.

Communicate the project's effect on the community's mission and vision

This strategy may sound obvious yet is often overlooked. It requires stepping back from day-to-day familiarity and crafting the broader story. Provide a roadmap, set milestones and identify deliverables to clearly describe how your project supports the mission. For example, if your mission statement includes "providing efficient and cost effective services and programs to build a vibrant community," focus your communication on how services will be improved and costs will be reduced as a result of identifying more efficient reporting lines or realigning responsibilities.

Tie the project to long-term strategic goals

Consider your community's strategic plan and identify implementation challenges. Would an organizational restructure mitigate or eliminate any of those challenges?

Make the most of your resources

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- > Succession planning
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If a position's functions have not been adjusted to accommodate how technology affects workload or communication methods, it won't properly support a strategic objective to increase access through mobile and online services. Tying an organizational structure analysis to strategic goals demonstrates the contributions it will make through identifying hurdles and creating solutions.

Identify ways in which the project will benefit decision makers

Perhaps your government is starting succession planning or your council recently approved a property tax increase. An organizational structure analysis complements succession planning and demonstrates the intent for efficient use of taxpayers' money. Build buy-in across the organization by identifying what is important to decision makers and how the project supports their objectives. This can be especially effective within organizations with "idea" competition and limited resources to support competing initiatives. Present an organizational structure analysis in a supporting role for a decision maker's broader objectives rather than in competition with their own projects.

The volume of upcoming retirements requires critical thinking about how your government operates. A retiring employee who acquired miscellaneous responsibilities over the years through other vacated positions may seem irreplaceable. Often, many of these responsibilities don't actually align with the position's intended role (i.e., payroll clerk who also supports grant reporting because the person had the time and capabilities). Realigning the position with the job functions should increase your applicant pool and help position your future employee for success.

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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.

When Your Community Needs You Most: Three Things Every Manager Should Know About Resiliency

By Alexander Griebel; Craig Carter AIA, LEED AP BD+C; and Henry Pittner, AIA

What is Resiliency?

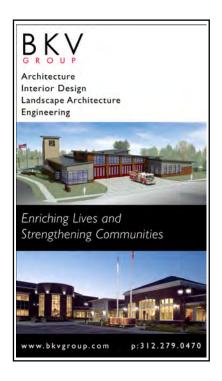
Resiliency can be defined as a system's ability to withstand and rebound from vulnerabilities like natural disasters, accidents, infrastructure problems, and chronic stressors (e.g., climate change, unemployment, state budget issues, housing unaffordability). Organizations tend to perform optimally near the limit of crisis because it makes the most out of the resources available. Implementing resilient principles allows managers to comfortably operate near that limit while greatly reducing the risk to life safety, facilities, and service delivery.

What characterizes a resilient system?

Resilient systems have some key characteristics that differentiate them. While other systems are designed to maintain a single closely-regulated state of equilibrium, a resilient system has many alternative stable states and can function under a wide range of operating conditions. As such, resilient systems are networked, diverse, redundant, distributed, durable, and adaptable.

Resilient systems resemble a networked, web-like structure as opposed to a branching, treelike structure. This makes it easier to overcome a failure within the system because the failure only affects one node of the system as opposed to an entire branch Consider a car accident on a major route, where a grid of streets would allow cars to maneuver around the accident but a suburban street pattern would cause long delays.

Resilient systems are also diverse, using multiple strategies simultaneously to help communities be prepared for a range of vulnerabilities. The best way to protect firefighters from the hazards of diesel exhaust is to install tailpipe capture devices as well as general garage exhaust fans, each of which is superior under certain conditions but neither of which is ideal for all conditions. This can also be seen in stormwater management systems, which are designed to accommodate a variety of different rainstorms. For lighter rains, they store some water and slow the discharge rate of the rest. In times of extreme rain, they will ultimately overflow in a particular direction to prevent general flooding. Resilient systems demonstrate redundancy and geographic distribution, thus allowing communities to have access to



the resources they need even if a local incident takes one component out of readiness. For example, with a network of fire stations the department can respond from a nearby station to multiple events simultaneously, or can dispatch multiple engines to a single severe fire. A police department with several squad cars on the street can effectively respond to a bank robbery even if one officer is stuck in traffic.

Resilient systems are durable. Many dispatch facilities are designed to withstand the impact from wind-borne debris, such as might occur during a tornado. This lets the facility continue operations, whereas an ordinary building would have been too damaged.

Resilient systems are adaptable, and allow for continued operations under a variety of different conditions. In this way, a classroom in a school or a dayroom in a fire station can function as a backup Emergency Operations Center in times of emergency.

How can I make my community more resilient?

FEMA annually funds pre- and post-disaster Hazard Mitigation and Flood Mitigation Assistance Grants, which can be used for initial planning or project implementation. The pre-disaster grant programs are open now through

continued on page 8



The ILCMA Professional Development Committee Presents Beyond TIF: Economic Development Tools and Strategies

Economic development is a core function of municipalities. Tax increment financing is the most widely-used municipal financial tool to support economic development. This session will discuss other, lesser used, financial tools in the municipal economic development toolkit as well as strategies employed by municipalities to leverage other assets to help drive high quality economic development (regulatory changes, land ownership). Presenters will also discuss specific transactions supported by financial tools other than TIF.

Presenters:

Geoff Dickinson, AICP, Senior Vice President, SB Friedman Development Advisors David Hulseberg, CEO/President, Invest Aurora Patrick Watkins, Community Development Director, Roselle Joe Carey, Assistant Village Manager, Vernon Hills

Date:	Thursday, October 5, 2017		
Time:	8:30 a.m. 9:00 – 11:30 a.m.	Registration and Continental Breakfast In-depth panel discussion	
Location:	Harry Caray's 70 Yorktown Center Lombard, IL	Addresses ICMA Practice Area 3 Functional and Operational Expertise	
Cost:	 \$35 for Professional Development Only \$55 if also attending the Metro Manager Luncheon (\$5 discount) Metro Luncheon Topic: "What Might Foreign Direct Investment Mean for Your Community?" Members in Transition – receive complimentary registration 		
RSVP: By Oct. 1	Online Registration (no credit card required): <u>https://www.ilcma.org/?p=6099</u> Email registration to Alex Galindo at <u>agalindo@niu.edu</u> Phone in Registration 815-753-5424		
Cancellations		r 1, 2017. Any cancellations after that date will require full payment. by event date will be invoiced with a \$5 invoicing fee.	

ILCMA needs members to sign up to coach Illinois emerging leaders!

ICMA coaching program

ICMA CoachConnect

Add your Coaching skills to a national network of volunteer coaches helping advise and prepare our nation's local government professionals.

Why Be a Coach?

Participating in 1-1 Coaching is mutually rewarding. Players gain encouragement and guidance for their careers. Coaches gain deeper insights into their own careers and the satisfaction of helping others. Volunteer Coaches can help those seeking advice to chart a path in local government, and discover their next steps.

Coaching offers value for people at any stage in their careers. As in sports, coaching helps even the best players do better, because everyone can benefit from Coaches who can help them see their situation and opportunities from a fresh perspective. Even successful executives seek out coaching! Coaches are encouraged to share expertise, insight, and experiences from their life's work to help others negotiate their own career paths, overcome obstacles, and reinvigorate their passion. Coaches come from ICMA membership, and from our state and national partner organizations.

Sign-up to Coach

We invite you to use our new coach-player matching service, **ICMA CoachConnect**. CoachConnect brings the power of data and search to help you find the best coaches for you coach 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.

If you are interested in being a coach, **create your profile at icma.org/coaching**. Registering should take about five minutes (more if you expand your profile details). Once we receive coach registration requests, we will approve them and you will receive a confirmation email from the system. Coaches receive coaching requests by email. You will negotiate and set expectations for time commitment up front so you both get the most value from your interactions

Players find coaches by department, subject expertise, or by scope of general workplace navigation, such as work/life balance, breaking into local government, or career advancement.

Your service as a volunteer coach in formal mentoring activities (if the mentee is not your employee) count toward annual professional development requirements for ICMA Credentialed Managers. Learn more at **icma.org/1-1-coaching**.

Find more resources for you and your agency at icma.org/coaching.

Baker Tilly, continued from page 4

Your applicant pool will likely be younger and desire defined expectations where they can strategically grow their skillset. Aligning roles with reporting lines helps facilitate clearer expectations. With 25 percent of the public sector workforce age 55 or older and soon eligible for retirement , it is improbable your government will be the only job offer future candidates receive. Planning for an organizational structure that streamlines employees' abilities will help you compete for employees when the time comes.

¹Franzel, Joshua. "The State and Local Workforce: Analysis and Forecast." Government Financial Review. June 2015.

BKV, continued from page 5

November 14 and will distribute \$90 million for Hazards and \$160 million for Floods to states, tribal governments, and local communities. There are cost sharing requirements and work must be complete within a certain timeframe. While resilience can be implemented by existing staff in addition to other duties, many cities are hiring Chief Resilience Officers or similar positions to gather and analyze data across departments and share strategies with peers in other cities. Says Anthony Corso, Chief Innovation Officer for the City of Peoria, "As more cities embrace data-driven, human-centered policies and practices, the line between innovation, sustainability and resiliency efforts blurs and ideas converge into strategies that inherently include economic, social and environmental facets. This networked or systems thinking approach requires greater effort through intensive collaboration and adaptive leadership, but yields a whole that is far greater than the sum of its parts."



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Congratulations To The Following ICMA Service Award Winners:

10 Year Service Award

Raquel Becerra, Village Administrator, Village of Glendale Heights William Beith, Assistant Village Administrator, Village of Gilberts Barry Dykhuizen, City Administrator, City of Morrison William Gruen, City Manager, City of Salem Michael Kumbera, Assistant Village Manager, Village of Algonquin Heather Maieritsch, Economic Development Manager, City of Crystal Lake Douglas Martin, Director of Economic Development, City of Mc Henry David Ross, County Administrator, County of Rock Island Mark Rothert, Assistant County Administrator, County of Peoria George Schafer, Village Administrator, Village of Lemont Jon Sfondilis, Village Manager, Village of Wheeling Jeff Soland, City Administrator, City of Troy Jason Wicha, Assistant Village Manager, Village of Skokie

20 Year Service Award

Mitchell Bair, City Manager, City of Collinsville Stephanie Dawkins, City Administrator, City of Geneva James Grabowski, City Manager, City of Elmhurst Jennifer McMahon, Director of Human Resources,

City of St. Charles Bridget Wachtel, Village Manager, Village of Flossmoor

25 Year Service Award

Michael Cassady, Village Manager, Village of Mount Prospect

Brent Eichelberger, Village Administrator, Village of Sugar Grove Michael Guttman, City Administrator, City of West Chicago Amy McEwan, Deputy County Administrator, County of Lake Julie Miller, Village Administrator, Village of Mount Zion Timotht Wiberg, Village Manager, Village of Lincolnwood

30 Year Service Award

Joseph Cavallaro, Village Manager, Village of West Dundee John Coakley, City Administrator, City of Warrenville Dorothy David, City Manager, City of Champaign Sally Heffernan, Economic Development Director, Town of Normal David Plyman Raymond Rummel, Village Manager, Village of Elk Grove Scot Wrighton, City Manager, City of Streator Dawn Wucki-Rossbach, Business Manager, County of Lake

35 Year Service Award

Ellen Baer, Assistant to the Village Manager, Village of Western Springs Gary Hanson, County Administrator, County of De Kalb Mark Masciola, Village Administrator, Village of Forest View Rober Mellor, Assistant Village Manager, Village of Carol Stream

40 Year Service Award

Randy Bukas, Accounting Supervisor/City Treasurer, City of Effingham

Marian Gibson, Village Administrator, Village of Elwood Mark Latham, City Manager, City of Highland David Limardi, Midwest Regional Director, ICMA

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IML Managers Monthly Column

Legendary 1985 Bears Coach Mike Ditka to Speak at IML Conference

By Jim Norris, Village Manager, Hoffman Estates and IML Managers Committee Member

Chicago in September, keynote speaker Hall of Fame football legend Mike Ditka, outstanding educational sessions and the ability to network with fellow municipal officials are all part of this year's Illinois Municipal League This year's event will be held Annual Conference. September 21-23 at the Hilton Chicago. More than 75 diverse sessions promise to provide innovative ideas, proven best practices and practical information to help you navigate the challenges facing your municipality, and conference tracks allow you to plan and create a custom experience specific to your professional development Tracks include Communication, Economic needs. Development, Finance, Management, Public Safety, Public Works and Risk Management. Coach Ditka is speaking at the Opening General Session Friday, September 22 at 9:00 a.m. and is specifically designed to energize and inspire you.

The ILCMA annually sponsors three session at the IML Annual Conference. These sessions are reviewed and promoted by the Illinois Municipal League Manager's Committee. This year's sessions include:

Budgeting 101 (Greg Kuhn) - Effective budgeting is critical during these times of financial uncertainty. This session is designed to give elected officials an overview of the basic tools and approaches to municipal budgeting.

Mayor and Manager Working Together During Crisis In 2015 (Matt Fritz - Administrator, Coal City) - The Coal City community was ravaged by a tornado. Responding to this natural disaster required a high level of cooperation, coordination and communication between the locallyelected leaders and their professional management team. Attendees at this session will hear a first-hand account of how these leaders pulled together to manage the crisis both in terms of policy and communication strategy.



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The Role of Elected and Administrative Leadership in Municipal Government (Jim Arndt - Administrator, Effingham and Julia Cedillo - Manager, LaGrange Park) - Is your community considering establishing a manager or administrator position? Do you wonder how having a local government professional administrator serve your community will affect your role as mayor or councilperson? Are you interested in learning more about the benefits of professional management as well as pitfalls to avoid? This session will discuss the roles and relationships between elected officials and the chief administrative officer. The session includes a panel of elected officials and their respective manager/administrator.





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What Might Foreign Direct Investment Mean for Your Community?





Over the past several years, the U.S. Department of Commerce has held an annual event to attract foreign investment into the United States. Known as the SelectUSA Investment Summit, the event attracts 3,000 attendees from all over the world. It offers a unique opportunity for states, local governments, and Economic Development Organizations to network with foreign investors that are approved through the federal program known as Foreign Direct Investment (FDI). Communities in the greater Chicago area are coming together to create a local version of SelectUSA known as Select Chicago. Select Chicago is a program of the Greater Waukegan Development Coalition, a 501(c)3 Non Profit Economic Development Organization.

Come have lunch with colleagues in the Metro Managers Association and learn more about FDI and Select Chicago. The Metro Board encourages everyone to bring a friend to this valuable networking opportunity. Consider inviting a fellow Manager/Administrator who may not attend the Metro luncheon programs regularly. Finally, with topic at hand for this lunch, consider bringing your community's Economic Development Director, Planning Director, or Economic Development Organization official.

Date:	Thursday, October 5, 2017		
Time:	11:30 AM	Networking	
	Noon	Lunch	
	12:30 PM	Presentation	
Location:	Harry Caray's		
	70 Yorktown Center		
	Lombard, IL		
Cost:	\$25 for Metro Luncheon Only (Students/Interns/MIT's are Free)		
	C C	g both the Luncheon and the ILCMA Professional Development ond TIF: Economic Development Tools & Strategies"	
RSVP:	Online Registration: <u>https://www.ilcma.org/?p=6099</u>		
By October 1	Email registration to Alex Galindo at agalindo@niu.edu		
	Phone in Registration 815-753-5424		

2017 ICMA Coaching Program

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- 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

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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Naitonal Outreach Partners: Canadian Association of Municipal Administrators, Women Leading Government, International Hispanic Network, League of Women in Government, National Forum for Black Public Administrators, and Engaging Local Government Leaders.

icma.org/coaching

APA-IL Offers Plan Commissioner Training Opportunity

Thursday, September 14th at the 2017 APA-IL State Conference (Hotel Indigo, Naperville, IL)



Sign up your commissioners for the state's premiere commissioner training program! Share this email today and urge your plan commissioners to attend this one-of-akind, testimonial approved learning opportunity.

During this one-day event, commissioners will learn the essential elements of creating and maintaining an efficient and productive Plan Commission process. The session, led by planners with many years of experience serving commissions, will focus on topics including how to ensure appropriate findings of fact are prepared, using master plans and zoning ordinances as effective tools, and running an effective commission meeting. Lessons learned will be applicable to members of other commissions, who are certainly welcome to attend. Other reasons to attend include:

- Legal aspects of the plan approval processes and requirements related to conflict of interest and ethics will be covered by two practicing municipal attorneys.

- Commissioners get a unique opportunity to network and share tips with peers from other communities.

- The day long session is only \$75 per commissioner / full 3-day conference \$200.

- APA-IL has conducted seventy of these sessions to strong reviews:

"I learned a lot and it was very much worth my time"

"Good mix of principles and practices"

"Great job with very clear and capable speakers"

Visit http://www.ilapa.org/2017program for more information and to register.

Commissioner Training Faculty:

Michael Blue, FAICP; Laurie Marston, FAICP; Bob Sullivan, FAICP; Cindy Winland, AICP; David Silverman, AICP; Greg Jones, AICP

Join your APA-IL Colleagues at the Annual APA-IL Conference in Naperville!

Come see the best in Illinois planning at the 2017 APA-IL State Conference in Naperville, IL, September 13th-15th. This is the first APA-IL Conference to be held in Naperville, IL and the first conference held at the new Hotel Indigo, part of Naperville's new Water Street District mixed use development. The conference includes keynote speaker John Norquist plus numerous sessions, 8 mobile workshops, plan commissioner training, AICP Exam Prep, APA-IL Awards Ceremony, and several social events. Learn more and register via ilapa.org

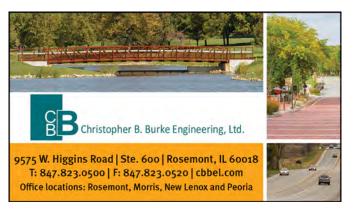


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3rd Quarter 2017 Legacy Project Luncheons

Legacy Project

3rd Quarter Luncheons Brown Bag (bring your own)



You Bring Them, We'll Work Them

Wondering how to handle a particular workplace situation? Interested in hearing other women's perspectives on managing work-life balance? Looking for career advice specific to your current circumstance?

Wednesday, September 6

Sikich Office in Naperville 1415 W Diehl Rd #400 Naperville, IL 60563

Luncheons begin at 11:30 a.m. and end promptly at 1:00 p.m.

Please join us for interactive discussion on topics of particular interest to women working at all levels of local government. Join the Legacy Ladies for a luncheon conversation centered on your Hot Topics. Come ready to discuss your questions; come to lend your experience to help other ladies; or come for both! Each session will be unique based on the questions the group would like to discuss. RSVP today!

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

ILCMA Memberhip Responsibilites 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.

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.

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 Bob Mahrt John Kolata Lisa Powers write463@gmail.com RGMahrt@hotmail.com jdkolata@hotmail.com lisap63@juno.com 219-765-7014 309-252-8941 309-525-2359 618-402-2443

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CLA Courses Qualify for ICMA's Voluntary Credentialing Program

CLA 2017-18 Preview

 KNOW YOUR NUMBERS IN A WEBINAR FORMAT

 4-Part Series
 11:30 a.m. - 1:00 p.m.

 September 13 - Purpose: Living your values, vision and mission

 October 4 - People: Building a strong team of staff and volunteers

 November 8 - Performance: Measuring your impact for sustainability

 December 6 - Promote: Effectively telling your story to the world

September 18, 2017 – DuPage County Administration Building Measuring Your Nonprofit's Effectiveness

September 22, 2017 – DuPage County Administration Building Are You the Perfect Board Member? What You Need to Know In Order to Lead and Govern

September 27, 2017 – NIU-Naperville Participatory Budgeting - Engaging the Public in Public Decision Making

October 5, 2017 – NIU-Hoffman Estates

www.cgs.niu.edu

Government Communications 101: From Traditional Communications Tools to Popular Social Media Tools

Registration information will be available soon and posted on our website.









ILCMA Reception at the ICMA Annual Conference in San Antonio

Once again, ICMA is setting aside an evening at the annual conference for affiliate receptions and alumni dinners. The ILCMA reception will take place after the NIU MPA Alumni Dinner. ILCMA is planning an after dinner cocktail reception at **Casa Rio**, which is just blocks from the convention center and on the river walk.

Location: Casa Rio 430 E. Commerce St. San Antonio, TX



Date: Monday, October 23, 2017

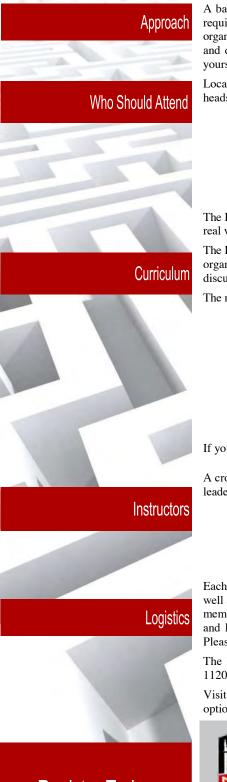
Time: 8:30 p.m. – 10:30 p.m.

Please join ILCMA for an evening of networking and fun!

We hope to see you at the ICMA 103rd Annual Conference in San Antonio, TX in October!







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

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

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

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

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

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

The nine learning pods are as follows:

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

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

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

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

Each program is limited to 40 participants to ensure time for one-on-one individualized coaching as well as small group and all-participant events. Tuition for the entire 4.5-day Institute is \$2000 for ICMA members or \$2200 for non-ICMA members and includes course materials, continental breakfast daily and lunch four days. Organizations that send multiple participants are eligible for tuition discounts. Please see below for contact information.

The Institute will be held March 19 - 23, 2018 at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

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

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SAVE THE DATE!

Redevelop Your Vacant Properties

Free Brownfield Workshop at Starved Rock Lodge in Illinois! October 18, 2017, 9:30 a.m. – 2:30 p.m.

Starved Rock Lodge & Conference Center, 2668 E. 875th Road, Oglesby, IL

There is a limited block of rooms reserved at the Starved Rock Lodge for the night of October 17. Reservations must be made by September 18. Call: 800-868-7625, #0 and refer to 'Illinois Brownfields Conference'.

Hello, Community Leaders, Planners, and Consultants!

You are invited to attend a <u>free brownfields workshop</u> on October 18 which is being co-hosted by the Illinois EPA Brownfields Program, the City of Ottawa, and the Technical Assistance to Brownfields (TAB) Program at Kansas State University.

<u>Who should attend?</u> Local and regional government officials, not-for-profit economic and community development organizations, lenders and real-estate professionals, property owners, and anyone interested in learning about brownfields or about financial resources for local redevelopment.

For more information contact:

Margaret Renas, Delta Institute & KSU TAB Partner, <u>mrenas@delta-institute.org</u>, 312-651-4335 Dave Noble, City of Ottawa, <u>dnoble@cityofottawa.org</u>, 815 433 0161, ext.220

REGISTRATION WILL OPEN SOON!

There is no charge and lunch will be provided, but registration is required.

To register, go to the workshop webpage at: <u>https://www.ksutab.org/education/workshops</u>

<u>Please share this information</u> with your colleagues, clients, listservs and anyone you think would benefit from attending this workshop.

Lunch and refreshments co-sponsored by Fehr Graham and Miller Canfield





This workshop made possible with funding provided by the US EPA











Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

4th Quarter 2017 Luncheons

Brown Bag (bring your own)

Wednesday, October 4 Westchester Village Hall 10300 W. Roosevelt Rd. Westchester, IL 60154 <u>RSVP for Westchester</u>

Wednesday, November 1 Elk Grove Village Hall 901 Wellington Ave. Elk Grove Village, IL RSVP for Elk Grove

Wednesday, December 6 Sikich 1415 W. Diehl Road, Ste. 400 Naperville, IL 60563 <u>RSVP for Naperville</u>

Luncheons begin at 11:30 a.m. and end promptly at 1:00 p.m.

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

Resilency Speaker: Rebecca Litz, Perspectives

"The strongest oak of the forest is not the one that is protected from the storm and hidden from the sun. It's the one that stands in the open where it is compelled to struggle for its existence against the winds and rains and the scorching sun." Napoleon Hill



In this session presented by Rebecca Litz of Perspectives we will:

- Gain insight into how life's challenges impact us as individuals
- Assess our current methods of coping
- Develop strategies to increase resilience in your personal and professional life.

To help address your specific questions about our topic, you can email your questions, comments, or advice to Ann at aeverhart@villageofschaumburg.com to be compiled confidentially. At the luncheon, Rebecca will hold an open dialogue, while discussing real life scenarios and addressing questions or concerns raised via email or at the luncheon.

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

www.legacyprojectnow.org

Job Mart

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

Village of La Grange, Assistant Village Manager

La Grange, IL (15,550) Named one of the Best Places to Live in Chicago Magazine, La Grange is a thriving, family oriented community located 16 miles southwest of Chicago's loop. The Village is seeking highly professional, energetic candidates interested in serving as its next Assistant Village Manager. Located in Cook County, La Grange has a bustling downtown with excellent restaurants, high end retail, and a historic movie house. In addition, the community has beautiful neighborhoods and excellent schools all within 2.5 square miles and a short train ride to downtown Chicago. The Village is a full-service organization which provides Police, Fire, Community Development, Public Works, Financial and Administrative services. The Village has a \$33 million budget and 91 full time and 29-part time employees. Qualified individuals will be expected to have:

•bA master's degree in public administration, business administration, public policy or related field with experience in human resources management and administration. Ideal candidates will have a minimum of 5-7 years of increasingly responsible experience in local government in an administrative and managerial capacity involving the planning, organization, implementation and supervision of projects and daily activities.

• Experience in the effective administration of all Village operations with a strong focus on human resources, strategic planning, collective bargaining, budgeting and communications. The Assistant Village Manager will provide highly responsible and complex administrative support to the Village Manager.

• A passion for community service with the willingness to work closely with not for profit and business organizations. The Assistant will assist the Village Manager and department managers in providing responsive, courteous and efficient service to the public.

• Strong technical and analytical skills, with demonstrated experience in financial planning and management, process analysis and technology deployment. Likewise, experience in administering and integrating strategic priorities across an organization is desired.

The successful candidate will work closely with the Village Manager in setting the course for the organization for the next generation as determined by the Village Board and will need to be creative, thoughtful and innovative in their approach to municipal service delivery. Starting salary range is \$100,000 - \$120,000 depending on qualifications and experience. Residency is not required. This is a full time, Illinois Municipal Retirement Fund position. Please apply at once via our online application system at www.govhrusa.com/currentpositions/recruitment. Include résumé, cover letter, and contact information to Heidi Voorhees GovHRUSA. TEL: 847/380-3240 or email: HVoorhees@GovHRUSA.com. Click Here to Apply!

Village of Woodridge, Information Technology Coordinator

The Village of Woodridge is seeking applications for the position of Information Technology Coordinator. This position is responsible for technical and analytical support in maintaining the Village's enterprise system, personal computer inventory, local area networks, wide area network, and telephone system.

- Position Responsibilities
- Assist all Village departments with administrative functions on our ERP Tyler-Munis Cloud solution, including financials, budgeting, purchasing, utility billing, human resources, payroll, permits, business licenses, and work orders.
- Create custom reports and analyze data for various projects and users as required.
- Provide support for Microsoft Windows servers, desktops, WAN-LAN connectivity, and AS400 legacy applications.
- Install, maintain, repair, and update hardware and software on various systems.
- Responsible for coordinating and providing training to Village employees.
- Support of internal Shoretel IP phone system, copiers and department mobile phones.

Required Knowledge, Skills and Abilities

- Experience with SQL Database Management and Reporting.
- Minimum of two years of college or technical school coursework in computer science is preferred.



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Appropriate knowledge of Windows Server 2012, Windows 10 Pro operating system and MS Office 2016.
Experience with Tyler-Munis software and/or other

municipal software a plus.

• Experience with Microsoft Exchange 2016 including

Active Directory, Domain Controllers and Print servers.
Strong interpersonal skills and ability to work well with employees and vendors.

• Purchasing and Contract negotiations a plus.

• Ability to be available 24-hours per day/7 days per week to respond to emergency callouts is required.

• Good organization, follow-through, and time management skills; excellent attention to detail, ability to multi-task, proactively troubleshoot, problem solve, and make sound judgements.

• Ability to communicate effectively, orally and in writing. Ability to translate and explain complex and technical data process matters to non-technical employees.

• Ability to establish and maintain effective working relationships. Ability to instruct employees on the use of personal computers, software, and peripherals.

• Ability to work independently and be self-motivated in mid-to fast paced environment.

Benefit and Salary Information

This is a full-time, forty-hour per week position with an excellent benefit package, including health and life insurance, IMRF pension, vacation time, paid holidays and sick days. The salary range is \$62,400 to \$84,926, depending on qualifications.

Application and Testing Process

Applications may be obtained on the Village website: www.vil.woodridge.il.us. Please include a cover letter and resume with salary history. Submit application materials to Human Resources, 5 Plaza Drive, Woodridge, IL 60517, fax to (630) 719-0021, or e-mail to hr@vil.woodridge.il.us. Application review to begin immediately; position open until filled.

Applicants with disabilities, who will need accommodations in order to complete any portion(s) of the application, should contact the Administration Department.

Village of Schiller Park, Village Planner & Economic Development Administrator

The Village of Schiller Park (pop. 11,793) is seeking an energetic, hardworking person to fill a professional position as Village Planner & Economic Development Administrator. Department Head level position includes oversight of Village zoning/planning processes, economic



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.

More than the style of the day, brick bridges the past, present and future.

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development efforts, as well as being the liaison to the health board and the zoning, planning and appeals commission.

Educates the public, developers and others on Comprehensive Plan policies emphasizing preferred land use. Coordinates programs designed to fund cooperative public/private redevelopment including special service areas, special assessments, tax increment financing, and property assessment incentives. Works with the Building Official (Chief Inspector of the Division of Inspectional Services) to ensure that all new construction and remodeling are in accord with zoning and planning policies. Helps develop and maintain website and print newsletter content that informs residents and businesses about ongoing zoning and economic development activity. Process Freedom of Information Act (FOIA) requests in a complete and timely manner.

The Village Planner/Economic Development Administrator position reports to the Village Manager. Position requires significant contact with Village Board including oral presentations and written reports. Regular attendance at Village Board and Zoning Board evening meetings is required.

Qualifications include Bachelor's Degree in urban planning, public administration, public policy or related field. Master's Degree is preferred along with minimum 3-5 years responsible experience in economic development, planning or closely related field. Exceptional communication skills, strong writing abilities, proven track record in economic development and team oriented approach are essential. Residency not required. Applicants must possess a valid Illinois driver's license.

Submit resume and cover letter, with current salary by Wednesday September 6th, to Donna Schmidt, Human Resources Administrator, Village of Schiller Park, 9526 W. Irving Park Road, Schiller Park, IL 60176 or via email to dschmidt@schillerparkil.us. Starting compensation midto-high 90's, DOQ, with excellent benefits package. EOE.

Job Mart

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

City of Dixon, City Manager

The City of Dixon seeks an innovative and dynamic leader to serve as the City Manager. The City of Dixon is a thriving community located along the scenic Rock River in northwest Illinois. The City is a full-service community with approximately 100 full-time employees and an annual budget of approximately \$25 million.

The position requires a bachelor's degree in public administration, business administration, or in a related field. Candidates must possess excellent interpersonal skills, an approachable, welcoming style with the community and staff, and a proven record in effective service delivery and creative problem solving. Strong writing skills, verbal presentation skills, and the ability to effectively direct staff to move the organization forward is essential.

Starting salary range is \$120,000 - \$140,000, depending on qualifications and experience. Excellent benefit package. Residency required within one year of appointment. Submit resume, cover letter, questionnaire, and contact information for five professional references by September 8th to Paul Greufe via email at Greufe@ me.com. More information can be found at https://www. discoverdixon.org/departments/city-administration/job-postings/city-manager.html.

City of Champaign, City Accountant

The City of Champaign seeks qualified candidates for a career opportunity as a City Accountant in the Finance Department.

Responsibilities of Position

This position assists the Finance Director in the administration of the financial activities of the City by managing specific finance functions. Responsibilities include, but are not limited to: maintaining the general ledger accounting system for a \$110 million entity; preparing interim and annual financial reports; coordinating the annual audit; managing banking relationships, managing payroll functions, performing analysis of financial data,



preparing written reports to council, making presentations to council, and supervising a staff of one accountant and two account clerks.

Required Qualifications

• Bachelor's degree in Accounting, Public Administration or a business-related field, or an equivalent combination of work experience and education that demonstrates the required knowledge, skills, and abilities.

• A thorough knowledge of theory, principles and practices related to governmental accounting, or to a variety of accounting transactions and problems.

• Experience managing complex automated financial management systems.

- Supervisory experience.
- Good oral and written communication skills.

• Ability to analyze and evaluate accounting data and to develop pertinent financial data in the preparation of reports and statements.

Preferred Qualifications

- Master's degree.
- Certification as a Certified Public Account (CPA).
- Experience with governmental accounting or finance.

Drug screening and criminal background check will be required. The annual starting salary range is \$83,993-\$95,561, DOQ, plus an excellent fringe benefits package. Applications, including cover letter and resume, must be submitted online no later than Monday, September 4, 2017.

The City's mission is to provide responsive, caring, costeffective service in partnership with our community. The following values guide our work: Personal Integrity, Responsibility, Respect, Teamwork, Results. The City of Champaign is committed to promoting a work environment and a community that values and supports diversity and inclusion.

To apply, visit the City's Jobs Page at www.champaignil. gov/jobs.

City of DeKalb, Management Analyst

The City of DeKalb, Illinois is seeking a Management Analyst to join our team. The Management Analyst performs a variety of professional, technical, and analytical project-based support to the Assistant City Manager in collaboration with other members of the City's leadership team. This position assists with department and City process improvements as well as handling of confidential information, project management, analysis of data, generation and presentation of reports, budget, policy

Job Mart http://www.ilcma.org/index.aspx?NID=298

research and development and maintaining professional public relations with the community and outside agencies. This position acts as a City liaison for various external partners. This position requires a high level of discretion, managing multiple deadlines in a fast-paced environment and the ability to work under minimal supervision.

The position of Management Analyst is assigned to the City Manager's Office and is a key member of the Executive Team, who reports to the Assistant City Manager. The Management Analyst is a full-time exempt position requiring attendance at meetings outside of regular business hours including weekends. This position routinely handles highly sensitive and/or confidential information. This position will also collaborate regularly with City staff, elected officials, committee members and the community at large. The Management Analyst position supervises staff within the City Manager's Office.

The starting salary for the position is \$63,106 +/commensurate with knowledge, skills and experience.

The City of DeKalb provides a comprehensive benefits package that includes medical, dental, vision and prescription benefits, life insurance coverage, HSA & flexible spending accounts, deferred compensation and participation in the Illinois Municipal Retirement Fund (IMRF).

Please visit our website to view the full job description, hiring requirements and application instructions at:

https://www.governmentjobs.com/careers/cityofdekalb/ jobs/1822228/management-analyst?pagetype=jobOppo rtunitiesJobs



Applications must be submitted by Sunday, September 10, 2017 for consideration. through the above link.

Village of Rantoul, Village Administrator

The Village of Rantoul seeks an innovative and dynamic professional to serve as the Village Administrator. The Village of Rantoul is a vibrant and diverse community with a population of 13,000, centrally located between Chicago, St. Louis, and Indianapolis. Under the supervision of the Mayor and Board of Trustees, the Administrator oversees a \$48 million budget by providing both long term vision and daily guidance to the Village's 120 full time employees.

A Bachelor's degree in public administration, business administration, finance or a closely related field is required, along with five years of senior level management experience in municipal or similar administration. A Master's degree is preferred. This position requires thorough knowledge of city government operations and state and local laws pertaining to municipal administration, along with an extensive knowledge of personnel management and a demonstrated record of positive community relations in a culturally diverse setting. IMCA-CM or equivalent city management designation is preferred.

The annual starting salary is competitive, dependent on qualifications. The Village benefits package includes health, dental, vision, and life insurance, a generous pension program, and a variety of other ancillary benefits. The selected candidate is expected to establish residency within the Village's corporate limits within six months of hire. The Village of Rantoul is an Equal Opportunity Employer, committed to providing equal opportunity in recruitment, hiring, and all other employment practices and decisions.

Applications will be accepted at www.myrantoul.com. Questions can be directed to the Human Resources Manager by email at hr@myrantoul.com. Completed applications must be received by 5:00PM on Friday, September 8, 2017.





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

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

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

www.ilcma.org

ICMA Senior Advisors in Illinois

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

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

John Phillips 309-428-5495 phillipsjohn99@gmail.com Steven Carter 217-359-1338 stevenccarter@sbcglobal.net

Bob Kuntz 636-527-9068 kuntzb@charter.net

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

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

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