



City/County Management in ILLINOIS

Strengthening the quality of local governance through professional management

December 2012

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Editor's Notice

The ILCMA Secretariat's Office will close from December 22, 2012 thru January 1, 2013. Therefore, there will be no January newsletter.

Calendar of Events

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

December 5, 2012
ILCMA/Alliance Webinar

December 7, 2012
SWICMA Luncheon

December 12, 2012
IAMMA/Metro Manager Holiday Luncheon
Lombard, IL

January 17, 2013
Metro Luncheon
Lombard, IL

January 17, 2013
ILCMA Professional Development
Lombard, IL

January 25, 2013
Illinois Financial Forecast Forum
NIU Naperville

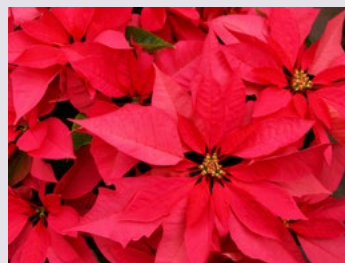
February 20 – 22, 2013
ILCMA Winter Conference
Peoria, IL

March 21, 2013
Metro Luncheon
Lombard, IL

March 21, 2013
ILCMA Professional Development
Lombard, IL

April 3 & 4, 2013
ICMA Young Professional Leadership Institute
Bloomington, MN

April 4 & 5, 2013
ICMA Midwest Regional Summit
Bloomington, MN



*We Wish You Happy Holidays And
A Very Happy, Healthy New Year!*

*Dawn S. Peters
Alex Galindo*

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

President's Column

By Mark Franz, Village Manager, Glen Ellyn and Chair, Winter Conference Committee

Theme: Leadership-Innovation-Rejuvenation

During these uncertain times, leaders need to embrace creativity and innovation to revive spirit in the workplace! We think this conference will help you achieve this objective.

The Winter Conference will be held on February 20-22 in downtown Peoria and plans to be a great way to reinvigorate your career and community. We expect this year's Conference to inspire and raise your hopes for the future. As the economy continues to struggle, municipalities have already been faced with the new normal. This conference focuses on ways to rejuvenate your workplace by engaging employees, embracing creativity and innovation, and fostering a renewed spirit of leadership that can all thrive in this new environment. With keynote speakers ready to inspire us, and with dynamic sessions that will enlighten us, the Winter Conference offers new and exciting ways to innovate, motivate, and lead. Highlights include:

Keynote Speakers:

- Alison Levine: Leadership Lessons from the Ledge: Drawing on her experience as team captain of the first American Women's Everest Expedition and her history-making trek to the South Pole, Levine explains the importance of taking responsible risks and developing no-nonsense teams that can succeed in times of uncertainty. Standing on top of the mountain doesn't change anything; it's about the lessons and the journey.

- Jim Baumgartner, Caterpillar's Director of Corporate Affairs: Through his sharing of experiences from the private sector, Baumgartner will discuss how they are thriving during these uncertain times.

- Sam Glen: Reviving Spirit in the Work Place: Reviving spirit in the workplace is about creating awareness that excellence still matters. Teamwork still works. Positive communication is a must. And, productivity and performance depend on attitude and effort now more than ever.

Sessions:

- Pre-Conference Session - ICMA University Workshop: Rapid Innovation: How to use the instability of the present to build on and create an organization capable of continuous self-renewal in the absence of a crisis.

- Women's Legacy Project "Tales from the Front"

- Purchase with Power: Stretching Resources with Creative Procurement

- Weathering the Storm: Is this the right time to implement storm water utility and progressive storm water regulations for your municipality?

- Rapid Fire – Where Solutions Come as Fast as Possible
- Reinventing the Local Transportation Network
- What You Need to Know to Navigate the Municipal Elections and Build a Cohesive New Team
- The New Normal in Collective Bargaining Career Development
- Q & A for Aspiring Managers
- Navigating Ins & Outs of Your Career
- Mock Interview & Resume Review Appointments (NEW)

Social Activities:

- Welcome Reception hosted by Downstate City/County Management Association and Southwest Illinois City Management Association
- Dinner at newly opened Peoria Riverfront Museum
- IAMMA Euchre Tournament

This session is focused on providing tangible ways to innovate, motivate, and rejuvenate the workplace, so come ready to interact and share your ideas as well. We are looking forward to seeing you in Peoria next February. Special thanks to the Winter Conference Committee members who have worked extremely hard to put together an exciting program:

Dawn Peters, Executive Director
Moses Amidei, Village Administrator, Wadsworth
Kate Andris, Management Analyst, Woodridge
Joe Breinig, Village Manager, Carol Stream
Randy Bukas, City Administrator, Flora
Barry Burton, County Administrator, Lake County
Chris Clark, Village Administrator, Cary
Mary Clumpner, Business Development/Government Affairs, Robinson Engineering
David Cook, Village Manager, Hinsdale
Greg Crowe, MSA
John DuRocher, Northwest Water Commission
Rudy Espiritu, Assistant City Manager, DeKalb
Ray Keller, Village Administrator, Gilberts
Ben McCready, Assistant to the City Manager, Rock Island
John Perry, Retired
Michael Strong, Administrative Intern, Glen Ellyn
Scott Sorrel, Assistant County Administrator, Peoria County
Patrick Ulrich, City Manager, Peoria

ICMA Credentialed Manager

IICMA would like to congratulate Sharon Peterson on becoming an ICMA Credentialed Manager! She was inadvertently left off the list that was published in November.

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Welcome New Members!

Robert Armendariz, UIC Public Administration Program, Student
Deirdre Davis, Village of Carbon Cliff, Director of Community & Administrative Services

Luke McClanahan, City of Geneva, Administrative Intern

Matthew Stickelmaier, Alternative Service Concepts

Paul Volpe, Village of Elmwood Park, Village Manager

Scott Zalatoris, University of Illinois at Chicago, Student



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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.

Another Option: Public Private Partnerships

Spencer C. Skinner, AIA
Associate Partner, BKV Group Architects and Engineers

As the economy improves municipalities are searching for creative ways to satisfy their facility needs while maintaining fiscal discipline. According to U.S. Census Bureau national statistics there was \$315 billion of public building construction completed in 2009. By the end of 2011, that number had dropped by 10% as municipalities were affected by the Great Recession. As the recession impacted municipal revenues, and projects already in progress prior to 2009 were completed, municipalities held off on new building projects to help establish fiscal discipline. Postponing these projects may have been fiscally responsible, but the problems identified a few years ago still exist today.

One option available to municipalities to fulfill these needs is the public private partnership, or PPP. PPP involves a contract between a governmental authority and a private entity to provide a service or project where private companies assume financial, technical and operational risk potentially deferring or diverting costs away from the taxpayer.

Catherine Peterson, village manager for the village of Lakewood, states, "The last three years (has) forced us to look at things differently." As a result, Lakewood is considering forming a PPP to finance and build a police station, village hall and fire station. The village is considering a PPP over a traditional Request for Proposal (RFP) process to try and take advantage of the economies of scale private industry can provide. The primary goal is to fulfill a facility need for lower cost to the taxpayers and to maintain the fiscal discipline the recession created.

Dustin Nielsen, director of community development for the village of Antioch, agrees that recent times have required local government to look at different ways to fulfill their facility needs, but also adds, "Creativity is not just necessary for local asset management, but is necessary for all business practices." Nielsen is leading the charge to form a PPP to complete a new village hall for Antioch and is expecting the new project to spur additional commercial development in their existing downtown. Nielsen is hoping the partnership will encourage development by "using public resources to leverage capital expenditures in Antioch," thus increasing village revenue streams.

These two projects represent different ways to look at PPP while maintaining the same goal: providing improved municipal facilities by utilizing benefits of private business to optimize municipal resources. In Lakewood, they had looked at replacing their village hall prior to the recession, but the traditional process resulted in a project that was overly expensive and too time intensive on village staff. Peterson says, "We now have fewer people doing more work, so we have to be more efficient." Relying on her private partners to provide the administrative work associated with this project allows her to work more efficiently and focus on a larger variety of tasks for the village.

In Antioch, "The village hall became a project that needed to be upgraded for modified business practices and to reflect how we wanted to do business with the private sector." Nielsen is hoping to utilize the process of forming the PPP to showcase how the village is willing to work with developers and business owners to create interest in future development.

A successful PPP starts with the formation of a strong team to work with the municipality. Both Peterson and Nielsen agree the team

must be stocked with members including developers, financing agents and designers experienced in how municipalities conduct business. Partnering companies must understand the need to respond to the public's input, be able to maintain good relationships with citizens and elected officials, and communicate a clear concise vision for the project. Teams meeting these criteria will be more able to overcome the problems residents may perceive, such as fairness in partner selection, concern over best price options, and questions of firm qualifications, when the municipality works with a pre-selected team.

According to Peterson, if the municipality is willing to "take a leap of faith" to create a PPP by selecting partners having a depth of experience with municipal projects, as well as to be honest about the feasibility and municipal legalities of the project, constituents will accept the village as being a good steward of the public trust. BKV Group has been working with both Lakewood and Antioch to form teams meeting these distinct project goals and teaming strategies. The teams formed for these projects include professionals having significant municipal project experience; they are looking to complete a project with the best interests of both residents and public officials at heart.

PPPs are a relatively new way for municipalities to meet the facility needs evolving out of the new realities of doing business. The public may initially remain skeptical of its ability to deliver projects in a cost effective and ethically transparent manner. With proper planning and careful selection of partners, this delivery method will soon be widely accepted as projects are delivered more quickly and efficiently, providing benefits of increased jobs in the community, improved facilities and increased revenues.



The Village of Island Lake is considering formation of a PPP to complete a PPP to complete a new village hall and police department.


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

Livingston County Builds New Court Facility and Renovates Historic Courthouse

By Bill Flott, Dewberry

A "bursting at the seams" beautiful but out-dated historic court house, the focal point of down town Pontiac, has been brought into the 21st Century while retaining its original stately appearance. While the exterior of the 1875 court house was renovated in 2001, the interior was badly in need of remodeling. The \$5.8M remodeling improvements include new electrical, mechanical, plumbing, and fire protection systems. The building now has access from all four sides, making it much more user friendly. Revamped space configuration, removal of false ceilings to expose the full height of the windows as well as the tin ceilings, new flooring, light fixtures, and furniture retain the flavor of the original design making the space aesthetically pleasing and efficient for conducting business today. The building now houses the offices of the county clerk, the county board administration, human resources, bookkeeping, information technology, agriculture and zoning, assessor, and treasurer.

The new \$16M, 63,000 square feet, LEED Silver rated court facility, built on an adjacent block to the historic court house and designed to complement the court house's exterior appearance, houses the judiciary, the offices of the circuit clerk, probation, public defender, and states attorney. Designed and constructed to last into the next century, it includes energy efficiency and a very secure court area with separation from secure holding cells.

There were several keys to the success of the project:

- A professional planner, Chuck Hanlon, of Land Vision, engaged county leaders in a space needs study in 2008. Through his renderings, the county board was able to visualize his concepts for transforming the entire down town area, highlighting the historic court house, locating a new court facility, eliminating unsightly and neglected buildings, and providing parking and green areas. Sharing Land Vision's ideas with city of Pontiac officials and the public, generated enthusiasm and made what had been a dream for years seem for the first time like a viable goal.
- Dewberry architects, Daniel Atilano and Jim Matarelli, using the vision of Chuck Hanlon and the county board, developed building designs for both facilities. The plan was to move all court related activities into a new facility with all other county departments consolidating from various locations to the remodeled courthouse. Phased improvements over a three year timeframe included building the new court facility, then relocating staff from the courthouse to complete the remodeling.
- A construction management firm, Frederick Quinn Associates (FQC), was hired to oversee the three year project. With staff on site every work day, FQC President Jack Hayes and VP John Eallonardo kept the project on schedule.
- Total cooperation and commitment between the city of Pontiac and Livingston County was critical in the success of this undertaking. Without congenial land acquisition and land swaps, the project would have stalled and died as had happened with various other attempts in the past. The county acquired older down town properties for part of the building project and also traded

city owned land so that the city could create a down town park alongside a new parking lot. The park opens up the view of the historic court house block, the jewel in the crown of a refurbished down town area that promotes local businesses alongside several unique museums that attract tourists worldwide. The park also opens up the view of the Vermilion River and the stately Mill Street Bridge, previously blocked by dilapidated buildings.

- While the day-to-day work on both buildings was supervised and coordinated by FQC, Livingston County Board Chair Bill Fairfield, Building Chair Bill Flott, and Administrative Resource Specialist Alina Hartley met weekly with representatives from FQC and Dewberry for construction updates. The County Board Building Committee met monthly to hear progress reports and make timely decisions.
- The building and renovation projects were funded 100% by the county with no smoke and mirrors, no loans, and no grants. Landfill fees had been saved and invested over several years by a fiscally conservative board and were used to finance the projects.
- Contractors had little difficulty completing construction on time because of the availability of qualified workers. Economic down turn in the area made for plenty of willing workers, even workers willing to work in inclement weather.

A real need, a clearly established goal, and renderings made it possible for residents and officials to easily visualize the plan to gain understanding and acceptance. Cooperation between governmental agencies, dedication on the part of professionals, and available funds to complete the project made these improvements a success.

Project Timeline:

- February 4, 2009 County Building Committee kick-off meeting with Land Vision and Dewberry Architects
- May 14, 2009 Courthouse Master Plan and Law & Justice Center Program Completed
- July 13, 2009 Construction Manager, FQC hired
- May 22, 2010 Law & Justice Center Groundbreaking Ceremony
- October 15, 2011 Law & Justice Center Dedication
- November 15, 2012 Courthouse Grand Re-Opening

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Remaining Days of the 97th General Assembly Could See Significant Activity

By: Joe McCoy, Legislative Director, Illinois Municipal League and Jim Norris, Village Manager, Village of Hoffman Estates

The General Assembly is getting back to business following a long summer hiatus. The veto session is scheduled for November 27-29 and December 4-6. Both chambers will then convene from January 2-8 to close the book on the 97th General Assembly. These early January dates are commonly referred to as the "lame duck" session. This upcoming "lame duck" session may yield some very significant legislative outcomes.

Veto Session Activity

This article initially goes to press during the middle of the six-day veto session. While legislative happenings can change in an instant, at the time of this writing the overall veto session looks as if it will be fairly quiet. The following issues are likely to be addressed:

Gaming Expansion

It appears as though gaming expansion may be addressed one way or another. The Governor vetoed SB 1849, but appears a little more willing to seek a compromise. Speaker Madigan looks to become more involved in the issue, which could help it along.

Plastic Bag Recycling

The IML will be working to sustain the Governor's veto of the plastic bag recycling bill (SB 3442). The Governor granted a veto in response to IML's concerns that the bill removed the option for local decision-making concerning how to properly dispense with plastic bags.

Candidate Petition Filings

The IML will also be working to adjust the candidate petition filing date so that municipal clerks don't have to accept petitions on Christmas Eve. The IML is partnering with the Governor's Office and Speaker's Office to achieve a favorable resolution for municipal clerks.

January "Lame Duck" Session

The final days of the 97th General Assembly may prove to be very impactful for Illinois public policy. The elections are over, non-borrowing legislation only needs a simple majority vote for passage, and there are a multitude of "free" votes available because of legislators who will not be coming back for the 98th General Assembly.

Pension Reform

Early January is when we are likely to see a pension reform bill affecting four of the five state-funded pension systems. The reason comes down to simple math. Trying to move a bill prior to January 1 requires a supermajority vote. Only a simple majority is necessary beginning January 1. It also appears increasingly likely that Speaker Madigan will push very hard to pass along some of the Teachers' Retirement System pension costs onto local school districts. As of this writing it appears unlikely that the bill will include police and fire pension changes unless adding such provisions will make it easier to pass the bill. Under this scenario, the IML and others would pursue separate reform legislation for the police and fire systems.

Income Tax Increase Extension

There is a possibility that House and Senate Leadership will move to make the income tax increase permanent in early January. The state budget problems continue to worsen and the many "free" votes available in early January may present the necessary political opportunity.

LGDF

Local officials will also need to be vigilant against a move to take some portion of our Local Government Distributive Fund (LGDF) revenue. LGDF collections are up approximately 13% during the current fiscal year. If you recall, the Senate Democrats introduced a budget package late last spring that included a capture of all natural LGDF growth. This package passed the Senate and was held in the House. Legislators may decide to revisit this "capture" to help ease the state budget deficit. We cannot allow that to happen!

Borrowing

The state has a backlog of unpaid bills presently estimated at about \$8 billion. Previous votes to borrow money to pay off these bills have been unsuccessful. There may be another attempt made in early January to send a borrowing bill to the Governor.

ILCMA Adds a New Member Benefit by Joining the CAL-ICMA Coaching Program

In an effort to encourage participation in coaching programs for emerging leaders across the country, ICMA recently made a \$15,000 contribution to the Cal-ICMA Coaching Program. This sponsorship is intended to help other state associations join with the Colorado and Arizona Associations in providing webinars, one-to-one coaching match-ups, speed coaching, coaching call-a-thons, Career Compass advice columns, and other coaching resources to their members.

At the November ILCMA board meeting, the ILCMA Board approved sponsorship of and participation in the Cal-ICMA Coaching Program. What does this mean for ILCMA members? It means that ILCMA members will receive the benefits of the professional development opportunities that are provided through Cal-ICMA at no cost.

WHO ARE THE TARGET GROUPS?

The Coaching Program focuses on the development needs in multiple areas:

1. New local public agency executives or persons applying to become local public agency executives to enhance their prospects for success through targeted support at their critical initial stages of leadership responsibility.
2. Up-and-coming local government management talent to outline career pathways and opportunities, provide guidance and support on ways to prepare for advancement, and enrich the network of relationships and resources to enjoy rewarding careers.
3. Supporting high-performance teams at all levels in local government to share best practices and encourage professional development and excellence in service delivery.

WHAT ARE CAL-ICMA COACHING PROGRAM GOALS?

Through a volunteer network of experienced local government executives and senior assistants serving as coaches, the Cal-ICMA Coaching Program aims to:

- Support the professional and personal development of new and aspiring managers.
- Encourage an ethos of mentoring and coaching at all levels in the local government management profession.
- Provide opportunities for successful local government managers to share their expertise in ways that are effective, efficient, and personally rewarding.

WHAT DOES THE CAL-ICMA COACHING PROGRAM OFFER?

- Career Compass articles featuring advice from ICMA Special Advisor Dr. Frank Benest.
- One-to-One coaching matches
- Coaching Webinars

Watch your e-mail box and future ILCMA newsletters for information about upcoming Cal-ICMA events!



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e-LEARNING



311 and Customer Relationship Management: A Solution for Every Government

Wednesday, December 5, 2012
1:30 pm - 2:30 pm CT

Improving and simplifying services and access to information for our citizens is clearly why we are interested in the implementation of 311 and Customer

Relationship Management (CRM) solutions. But the question is do we know HOW to implement a solution that fits our town. Whether a large city or a rural village there are specific things you can do when implementing a 311/CRM service solution for your residents. This webinar is targeted for those who are interested in learning more about how to implement a 311/CRM system. We will provide specific steps and strategies to help ensure the successful implementation in your town.

In this webinar we will delve into the areas you need to understand for a successful 311/CRM deployment, including:

- How to take over telephone numbers throughout the City to establish a 311 operation
- How to staff and recruit; Choosing internal staff vs. external personnel
- Key components to an effective training program
- How to implement proactive and automated management of your system
- How to setup your system to maximize results
- What areas could be automated to minimize manual work and maximize customer service

If you're making the move to implement 311 or a CRM in your town and want to get it right the first time, you won't want to miss this session.

Title: 311 and Customer Relationship Management: A Solution for Every Government

Date: Wednesday, December 5, 2012

Time: 1:30 PM - 2:30 PM CT

Cost: \$29 for Alliance/ILCMA Members

After registering you will receive a confirmation email containing information about joining the Webinar.

REGISTER ONLINE AT: <http://www.regonline.com/Register/Checkin.aspx?EventID=1163763>

2012 Angel Tree Program

Presented by IAMMA and Metro Managers
In partnership with The Salvation Army

*It's that time of year again that we turn our attention to those who
are in need during the holiday season.*

Angel Tree tags may be obtained at:

November 14 - IAMMA luncheon
November 15 - Metro Managers luncheon
or

By contacting Kate Andris at
Kandris@newlenox.net or (815) 462-6412

Gifts (unwrapped) must be dropped off at the
December 12 IAMMA/Metro Managers
Luncheon at Harry Caray's in Lombard

Thank you for your continued support of this
important program!

Our goal this year is 200 Angel Tree tags!



JARED LEVY
Health and Government Markets Manager

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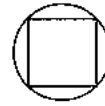
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Payment Policy: Individuals who RSVP are required to issue payment upon check-in at the event. If payment is not received at the event, a \$5.00 invoicing fee will be added to the cost of the event. The \$5.00 invoicing fee will also be applied to individuals who RSVP, but do not attend. To avoid being charged for an event and the \$5.00 processing fee, individuals that RSVP must cancel by the registration deadline. We will attempt to make accommodations for individuals that do not RSVP, however space is not guaranteed.

Metro Managers



January Luncheon

The Great Migration - Is the City's Grass Really Greener?

Recent economic times have made maintaining a strong corporate and commercial base more important than ever. Yet, the battle over how to attract and retain these valuable citizens has intensified. The City of Chicago has actively been working to bring more jobs to the City, leaving the suburbs fighting to keep their large corporate campuses viable. Join us on January 17, 2012 to learn the answers to come of these key questions:

- *How do companies choose and what are the current trends?*
- *What are the key decision factors?*
- *How does employee recruitment and retention factor in?*
- *What are the generational differences on who wants to work where and why?*
- *How does transportation impacts factor into the decision?*
- *What can municipalities do to differentiate themselves?*
- *Incentives – what is available and what works?*
- *Hybrid models – Is there a way get the best of both worlds?*

Speaker: Adolfo Laurenti

As the Deputy Chief Economist with Mesirov Financial, Adolfo Laurenti has spent years researching these issues. We are pleased to have the opportunity to hear his insights and learn more about the factors behind the corporate decision.

Date: Thursday, January 17, 2013

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). Additional \$5 charge for invoicing the cost of the luncheon.

\$50 if also attending the ***ILCMA Professional Development Event: The Psychology of Fraud and How to Develop Best Practices***

RSVP: **By January 11** at <http://www.ilcma.org/forms.aspx?FID=79>
or to Alex Galindo at agalindo@niu.edu or (815) 753-5424.

*Cancellations must be made by **January 11**. Any cancellations after that date will require full payment for the luncheon*

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
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- 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.

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January 25
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February 7
Recovering from the Recession

March 12
Communicating in Crisis

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Craig Rapp
email: craig.rapp@niu.edu
office: 312.242.1754
mobile: 202.340.4114

WWW.NIUCGS.ORG



The ILCMA Professional Development Committee Presents

The Psychology of Fraud and How to Develop Best Practices

Do you know if fraud is an issue in your municipality? Attendees will learn why employees turn to fraud and best practices to implement to reduce your municipality's risks.

In the State of Illinois and across the country, we are seeing situations where high level municipal employees have turned to defrauding their employer. What method have employees employed to "get away" with fraud? These instances of fraud range from minor infractions to tens of millions of dollars. Are municipalities more vulnerable in these bad economic times? Are there telltale signs to watch for with certain personality types or are the violators your everyday run of the mill employee? Learn the safeguards and best accounting practices that your municipality should have in place to minimize your exposure.

Presenters: *Mary O'Connor*, ASA, MRICS, Partner, Sikich LLP
"Daven" David E. Morrison III, M.D., Director of Medical Services and Individual Consultations, Morrison Associates, Ltd.
Stan Helgersen, CPFO, Retired Municipal Finance Director

Date:	Thursday, January 17, 2013	
Time:	9:00 a.m.	Registration and Continental Breakfast
	9:30 – 11:30a.m.	Presentation
Location:	Harry Caray's 70 Yorktown Center Lombard, IL	
Cost:	\$30 for Professional Development Only \$50 if also attending the Metro Manager Luncheon (\$5 discount) Members in Transition – please e-mail or call Alex below to register	
RSVP:	Phone in Registration 815-753-5424	
By Jan. 11	Email registration to Alex Galindo at agalindo@niu.edu Online Registration with Credit Card: http://www.ilcma.org/forms.aspx?FID=79	

Cancellations must be made by Jan. 14. Any cancellations after that date will require full payment.

ADDRESSES ICMA PRACTICE AREAS 11 & 17:

Financial Analysis & Integrity



REGISTER TODAY!

The Northern Illinois University Center for Governmental Studies Civic Leadership Academy and Illinois City/County Management Association invite you to attend the fifth annual **Illinois Financial Forecast Forum: Private Sector Views that will Impact the Public Sector** on January 25, 2013 to discuss pertinent economic and financial issues affecting local governments in Illinois. Join us to explore economic conditions and the pressures each exerts on local government fiscal health and gather information to incorporate in your strategic planning, financial forecasts, budget development, and economic development plans. Speakers include **Rick Mattoon**, economist, Chicago Federal Reserve, residential housing expert **Chris Huecksteadt**, Metrostudy, manufacturing and logistics experts **Scott Watkins**, Anderson Economic Group, **Jim McGill**, AMB Prologis, **Christopher Brewer**, AECOM, retail industry experts **Jerry James**, Edward R. James Partners, LLC and **Mike George**, Mid-America Real Estate, municipal finance experts **Ron Bernardi**, Bernardi Securities, **Stephen B. Friedman**, SB Friedman and Company, and **Kevin McKenna**, Speer Financial, as well as **Rick Cobb**, Challenger, Gray, and Christmas who will provide an employment outlook.

Date: Friday, January 25, 2013
Time: 8:30 AM – 3:45 PM
Location: NIU Naperville, 1120 East Diehl Road, Naperville, IL 60563
Cost before Jan. 14: \$95 for first attendee
\$65 for 2nd attendee from same organization
\$35 for students
Cost after Jan. 14: \$110 for first attendee
\$75 for 2nd attendee from same organization
\$45 for students

Link to Registration:

http://registeruo.niu.edu/iebms/wbe/wbe_p1_main.aspx?oc=40&cc=WBE4012737

Link to Flyer: <http://www.ilcma.org/DocumentCenter/View/2110>

ILCMA and NIU CGS would like to thank



and



for providing sponsorship support for the Illinois Financial Forecast Forum

2013 Young Professionals Leadership Institute- Midwest Region

WHEN

3-4 April 2013

WHERE

Radisson Blu Mall of America 2100 Killebrew Dr, Bloomington, Minnesota 55425

Announcements: Reserve your room beginning Dec 15. Registration opens December 2012. Don't miss this unique opportunity.

The ICMA University presents this Institute as a special two day offering to Young Professionals, on the Wednesday afternoon and Thursday morning preceding the ICMA Summits in the Southeast, Northeast, Midwest, Mountain Plains and West Coast Regions. Content includes identification of effective management and supervision styles with Felicia Logan, a discussion with Bob O'Neill and a session on life balance in a 24/7 work world. Managers are encouraged to invite young professionals to attend this leadership institute.

Room Reservations

Hotel: Radisson Blu Mall of America

Reservations: 800-333-3333 **Reservations open December 15.**

Room Rate: ICMA rate of \$99; *Indicate that you are attending the ICMA Young Professionals Leadership Institute.*

Hotel Cut-off: March 13, 2013

Alternate Pricing Form (available soon) to be completed if you are registering for the YPLI and the Summit.

Questions about the Summit: Contact Sallie Burnett via email sburnett@icma.org or at 864-541-8678.

YPLI TENTATIVE AGENDA

Wednesday

1:00 -4:30 p.m. ICMA University Workshop

4:30-6:00 p.m. Social networking—classic style. Join your colleagues to continue networking complete with light refreshments

Dinner on your own

Thursday

8:30-10:00 Conversation with Bob O'Neill, Executive Director, ICMA

10:30 a.m.-11:30 a.m. Leading a Balanced Life

11:30 a.m. -12:00 p.m. Observations and Evaluation—Who are we now? What's our story? What's our style?

2013 ICMA Midwest Regional Summit

WHEN

4-5 April 2013

WHERE

Radisson Blu Mall of America 2100 Killebrew Dr, Bloomington, Minnesota 55425

Announcements: Reserve your room beginning Dec 15. Registration opens December 2012. Don't miss this unique opportunity.

The ICMA Midwest Regional Summit is a networking and professional development opportunity for members and state officers in the Midwest. All ICMA members and state officers in Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, and Wisconsin are invited to attend the ICMA Midwest Regional Summit.

Room Reservations

Venue Details

Hotel: Radisson Blu Mall of America

Reservations: 800-333-3333 - **Reservations open December 15.**

Room Rate: ICMA rate of \$99; *Indicate that you are attending the ICMA Midwest Regional Summit.*

Hotel Cut-off: March 13, 2013

Alternate Pricing Form (available soon) to be completed if you are registering for the workshop only or the YPLI and the Summit.

Questions about the Summit: Contact Sallie Burnett via email sburnett@icma.org or at 864-541-8678.

CONSIDER YOUR STAFF FOR THE YOUNG PROFESSIONALS LEADERSHIP INSTITUTE, APRIL 3-4, 2013.

SUMMIT TENTATIVE AGENDA

Thursday

Mid Career Managers Institute

REGIONAL SUMMIT BEGINS

- 1:30-4:30 ICMA University Workshop: TBD
- 5:30-6:30 Reception - sponsored by ICMA-RC
- 6:30-8:30 Dinner - "Celebrating the Profession"

Friday

- 7:30-8:15 Breakfast
- 8:15-10:00 Conversation with Bob O'Neill, Executive Director, ICMA
- 10:15-12:00 Regional Meeting of State Officers and Members



cleanwater.illinois.gov

FACT SHEET

Governor Quinn Announces \$1 billion Clean Water Initiative to Expand Funding for Waste Water and Drinking Water Projects for Illinois Communities

Q: What is the Clean Water Initiative?

A: The Clean Water Initiative makes \$1 billion available through the Illinois Environmental Protection Agency's (IEPA) State Revolving Fund (SRF), in partnership with the Illinois Finance Authority (IFA), in low-cost loans to local governments for waste water and drinking water capital projects, helping communities comply with U.S. Environmental Protection Agency's (USEPA) guidelines and standards, address critical infrastructure needs and stimulate local economic development across Illinois.

Q: Why is the Clean Water Initiative so important?

A: According to an USEPA assessment, Illinois has the 6th highest need in the nation for waste water infrastructure improvements and the 4th highest need in the nation for drinking water infrastructure improvements. It is estimated that Illinois must invest \$32 billion in its water infrastructure – \$17 billion in waste water projects and \$15 billion in drinking water projects – over the next 20 years to meet this need.

In order for Illinois to remain competitive in the global economy, it must address its aging public water infrastructure needs and maintain high public health and environmental standards.

Currently, IEPA, in partnership with IFA, is working with hundreds of communities throughout Illinois on applications for project funding. However, the current SRF program is limited to providing \$300 million in low-cost loans to local governments annually. The Clean Water Initiative will help IEPA address its application backlog and will make additional funding available for new loan applications. Communities are encouraged to take advantage of this low-cost financing to meet their clean water needs.

Q: Who will benefit from the Clean Water Initiative?

- A:** The Clean Water Initiative will make additional loan funding available to local governments for waste water and drinking water projects, ultimately, keeping Illinois' water safe and pure for its residents.

According to the U.S. Conference of Mayors and Associated General Contractors of America, a \$1 billion investment in public water infrastructure can support the creation of up to 28,500 jobs, including 9,700 direct construction jobs, 4,600 indirect supplier jobs and 14,200 induced jobs, for pipefitters, plumbers, engineers, carpenters, electricians and other professional trades.

Additionally, bond proceeds from a leveraged program can be used to meet the State match requirement, eliminating the need for additional State appropriations. This will free up Illinois tax dollars for other vital State programs.

Q: How is the Clean Water Initiative funded?

- A:** Since 1989, IEPA has effectively managed its SRF program, providing more than \$4.3 billion in below market interest rate loans to 472 Illinois communities, without a single defaulted loan. As a result, IEPA has steadily built SRF program equity that will support additional borrowing capacity to stretch Federal dollars and eliminate the need for Illinois dollars to fund the required State match. Program equity was created by (1) annual Federal capitalization grants, which increased dramatically during the Federal stimulus; (2) State match required by the Federal government; and (3) interest repayments on loans, which compound over time.

Using program equity, IFA successfully leveraged the SRF program on behalf of IEPA in 2002 and 2004. These existing SRF bonds have earned an AAA rating with a stable outlook from Fitch Ratings. IFA plans to issue these bonds on a regular basis to help IEPA meet the increasing SRF program demand.

The current uncommitted program equity equals an estimated \$2.2 billion in the form of outstanding loans to be repaid over the next 20 years. This cash flow enables IFA to issue conduit bonds, increasing IEPA's annual lending capacity to \$1 billion for waste water and drinking water projects. Without leveraging the program, IEPA's lending capacity is limited to \$300 million annually, which is not enough to meet Illinois' clean water needs.

The Clean Water Initiative has no impact on the State's General Fund or the State's General Obligation bond rating.

Q: How can communities apply for low-cost loans?

- A:** Units of local governments, including sanitary districts, seeking low-cost financing for waste water and drinking water capital projects, including sewage treatment plant upgrades, sewers, drinking water treatment plant upgrades, new or replacement water lines and water storage facilities, can find additional information on IEPA's web site at <http://www.epa.state.il.us/water/financial-assistance/state-revolving-fund.html>.



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Has your Staff been Cut Back, but your Workload Increased or Stayed the Same?

If so, ILCMA has a solution to your problem. Have you ever considered utilizing one of ILCMA's programs to help fill temporary job assignments or conduct a special project? ILCMA has two programs that may meet your needs:

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

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

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

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

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

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

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309-266-7135
Cell: 309-253-3923

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

Kathy Katz
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847-721-7602

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Cell: 847-732-4942

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imanagetz@yahoo.com
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Building what's next.

Payments in Lieu of Taxes – More than a Revenue Generation Tool

By: Fred Mayhew, James Madison University, and Tammy Waymire, Northern Illinois University

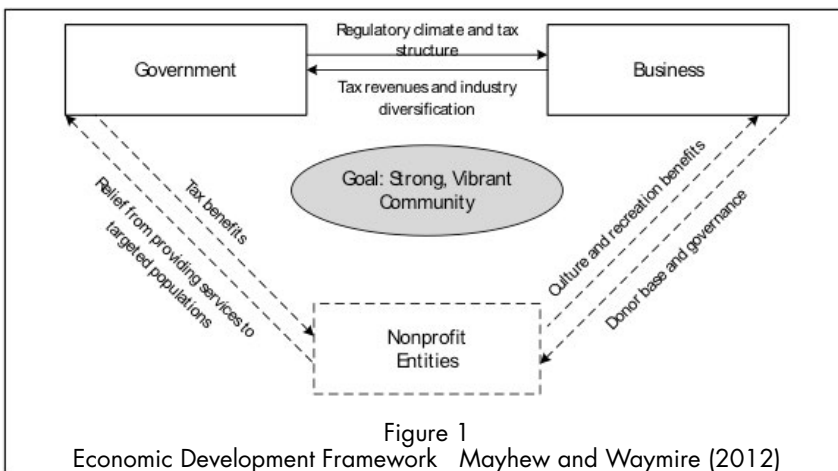
The Landscape:

Illinois municipalities engage in arrangements that involve a variety of organizations – nonprofit, governmental, and for-profit – making voluntary contributions to local government coffers. These payments in lieu of taxes, or PILOTs, are designed to cover the costs of services provided that would otherwise be covered by tax revenues. PILOTs can approximate the amount of property taxes foregone by virtue of a nonprofit or governmental entity's tax-exempt status. Or, in the case of a PILOT arrangement with a for-profit organization, PILOTs may be designed to recover the sales tax revenue that would otherwise be generated if a retail business (rather than a bank or other non-retail business) had occupied the same property. This brief summary presents the primary findings and recommendations associated with a full-length article that evaluates the use and scope of PILOT arrangements involving Illinois municipalities.

The Findings:

In partnership with the Center for Governmental Studies (CGS), we distributed surveys to 235 Illinois municipal managers, obtaining feedback from 59 managers, and conducted follow-up interviews with twelve of these individuals. Of the 59 respondents, nine (or 15%) reported at least one current PILOT arrangement. PILOTs represent a revenue-generating tool that tends to be implemented after municipalities have explored and exhausted other revenue-generating tools such as user fees and specific economic development tools. Furthermore, municipal managers reported a greater reluctance to pursue PILOT arrangements with nonprofit organizations.

Negotiating PILOTs with nonprofit organizations may be particularly challenging, given the potential for PILOTs to be viewed as a threat to the nonprofits tax-exempt status. Despite this potential, the study's results suggest that PILOTs with nonprofit organizations tend to only be pursued under two primary conditions: (1) costs to the municipality are identified as uniquely attributable to serving the nonprofit organization, and (2) the nonprofit organization has the ability to pay. These results suggest that municipalities have a nuanced understanding and sensitivity to the role and challenges of nonprofit organizations in their communities. As depicted in the figure below, such an understanding is needed to bring nonprofit organizations into the economic development conversation, where the goal of all organizations (government, business, and nonprofit) is a strong and vibrant economy.



The Recommendations:

PILOTs can help defray the costs of providing services to entities that do not otherwise provide a corresponding revenue stream. However, the true benefit of PILOTs lies in their potential to initiate and sustain a conversation with an important stakeholder in local communities – the nonprofit. PILOT arrangements that are embedded in a comprehensive economic and community development framework present the opportunity to shift the conversation from a mere cost recovery negotiation to a longer-term development and sustainability dialogue. Conversations of this nature can create a framework of understood mutual dependence and cooperation, leading to the alignment of interests that surround the critical and universal goal of a strong and vibrant community. Keeping in mind the difficulties inherent in initiating such an effort and the fact that to be successful certain organizational and community capacities must be in place, we offer three recommendations for moving the discussion of PILOTs away from confrontation and towards congruence.

Recommendation 1: PILOTs can be seen as an ideal tool for municipalities. Despite the current limited revenue generation associated with PILOTs, they can be used as a tool to open constructive dialogue between government and nonprofits. While not a silver bullet, PILOTs can be effective when considered in the context of a local government's overall revenue and development strategy.

Recommendation #2: Part of a comprehensive strategy, yet still implemented on a case-by-case basis. While PILOT programs cry out for consistent application, the reality is that the contextual differences in a community's nonprofit capacity require that a one-size-fits-all approach be dismissed. A comprehensive policy that sets general guidelines by which an individual PILOT would (or would not be) administered could allay fears of nonprofit organizations that PILOTs are a threat to their tax exemptions.

Recommendation #3: Embrace current trends. Nonprofit organizations are being called on to show evidence of their impact through more sophisticated outcomes based evaluation processes. These efforts can double as providing information to municipalities regarding the "unquantifiable" contributions of nonprofits. Local governments can encourage and even participate in these efforts of nonprofit organizations to evaluate their government footprint.

Authors' Gratitude and Attribution:

We are grateful for the help of Dawn Peters at the Center for Governmental Studies (CGS), as well as those of you who participated in the survey. The full results are reported in a study entitled, "Bringing Nonprofits into the Economic Development Conversation: The Potential Role of Payments in Lieu of Taxes."

The paper was presented at the Association for Budgeting and Financial Management in New York in October, and is currently under review for publication. The full study is available upon request from either of the authors – Fred Mayhew, at mayhewfd@jmu.edu, or Tammy Waymire, at twaymire@niu.edu.

Mark Your Calendar! ILCMA Winter Conference February 20-22, 2013 in Peoria, IL

ILCMA WINTER CONFERENCE THURSDAY KEYNOTE



Alison Levine
Team Captain of the First American Women's Everest Expedition; Adjunct Professor - U.S. Military Academy

Alison Levine is no stranger to risk-taking. She has survived sub-zero temperatures, hurricane-force winds, sudden avalanches, and a career on Wall Street – all without the use of supplemental oxygen.

Surprisingly, Levine was born with a life-threatening heart condition that precluded most demanding physical activities. As a teenager, her health was so unstable that she was not even allowed to do such basic things as drive a car or walk up stairs. But 13 years after her initial diagnosis with Wolf-Parkinson-White Syndrome, she had surgery that changed her life – and climbing stairs soon gave way to climbing mountains, a passion she continued to pursue despite her initial health setbacks.

Over the years as she continued to climb the corporate ladder, Levine also pushed her limits on the world's highest peaks and soon became one of the most experienced female mountaineers in the country. She has climbed peaks on every continent, served as the team captain of the first American Women's Everest Expedition, and skied across the Arctic Circle to the geographic North Pole. In January 2008, she made history as the first American to complete a 600-mile traverse from west Antarctica to the South Pole following the route of legendary explorer Reinhold Messner. Levine completed this arduous journey on skis while hauling 150 pounds of her gear and supplies in a sled harnessed to her waist. Her success in extreme environments is noteworthy given she suffers from Raynaud's Disease, a neurological disorder that causes the arteries that feed her fingers and toes to collapse in cold weather, leaving her at extreme risk for frostbite. In 2010, with her successful expedition to the top of Mount Everest, she became one of the few climbers to complete the Adventure Grand Slam – climbing the Seven Summits (highest peak on each continent) and skiing to both Poles.

Levine's expeditions have been documented by more than 450 media outlets. She is the subject of the PBS documentary *Living Courageously* (2007) and has made numerous appearances on *The Today Show*, *Good Morning America*, CNN, CNBC, FOX, CBS' *Evening News*, and other national programs. She is featured prominently in the book *More Than 85 Broads*, the book that captures the efforts of women on Wall Street to find success and take risks on their own terms. Her accomplishments are also featured in other books including *Smart Moves* and *In Extremis Leadership*. Her story has been the subject of articles in *Oprah Magazine*, *National Geographic*, *Entrepreneur*, *Sports Illustrated*, *Outside*, and other publications. She is authoring her first book, *8848: Leadership Lessons from the Ledge*, for a spring 2014 release.

In addition to having tackled some of the most extreme environments in the outdoors, Levine has also spent more than two decades in the business world. Her professional career has encompassed healthcare, technology, and finance. After earning her MBA from Duke University she moved to New York to work for investment banking firm Goldman Sachs. In 2003, she left Wall Street to serve as deputy finance director for Arnold Schwarzenegger in his successful bid to become Governor of California.

Levine currently serves as an adjunct professor at the United States Military Academy at West Point in the Department of Behavioral Sciences & Leadership. She also has her own consulting firm, *Daredevil Strategies*, which specializes in organizational effectiveness, leadership development, and team dynamics. By drawing parallels between staying alive in the mountains and thriving in a fast-paced business world, Levine focuses on the topics of leadership, teamwork, overcoming odds, taking responsible risks and dealing with changing environments.

In 2005, she founded the *Climb High Foundation*, a nonprofit organization dedicated to improving the lives of jobless women in Africa by training them to be trekking guides and porters in their local mountains so they will have the skills to earn a sustainable living wage through climbing-related tourism.

ILCMA WINTER CONFERENCE FRIDAY KEYNOTE



"Reviving Spirit in the Workplace"
by Sam Glenn

Sam Glenn is known at *The Attitude Guy* and has become one of the most recognized authorities on the subject of attitude today. Sam understands success and failure. At one time, Sam was negative, broke, depressed, homeless and got by working odd jobs at night as a janitor and delivering newspapers. Sam's attitude was in the dumps until a dear friend gave him what he calls a "Kick in the Attitude," a gift that changed his attitude for the better. Sam began to work on improving his attitude and made some personal and professional discoveries. With a new attitude in play, Sam went from sleeping on the floor and working as a janitor, to achieving dreams he once thought were unreachable.

Today, Sam is the author of several success books and energizes audiences as large as 75,000 at stadium events with his inspirational speeches and humor. For the past 15 years Sam Glenn has worked with hundreds of organizations on Training and Development, Peak Performance, Employee Motivation, Staff Development, Leadership Training, Fundraisers or simply kicking

continued on next page

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off an event with the purpose to create a positive tone. Great things happen when you adopt a great attitude and apply it daily. In 2011 he was named Speaker of the Year by MI Meeting and Events Magazine. In 2010, Sam was awarded a Telly Award for Most Outstanding Motivational Video. In 2009, Sam was named Speaker of the Year by MI Meeting Professionals International. Sam currently resides in Indianapolis, fishes in his spare time and spends time with family when he is not traveling and motivating groups for success.

Reviving Spirit in the Workplace

Spirit is the ATMOSPHERE and attitude of a PLACE or SITUATION that influences effort and attitude in its people.

In 2011, Sam gave close to 100 speeches on the subject of attitude to organizations who told him before their event, "We really want to revive a positive spirit in the workplace so our people will do better or continue to do well."

According to Sam, there seems to be a common thread in the speeches that he is giving, and that is to revive a positive spirit in the workplace. What does that mean? It means that things have been tough for the past few years and people have been asked to take on additional responsibilities and do more with less. It also means that there has and continues to be uncertainty and changes. The fear, doubt, and pressure of the unexpected still looms, and it seem everyone is in it for themselves. As a result, teamwork and communication have dipped drastically. Efforts may lack "real" enthusiasm and "caring" excellence. The bottom line is, if you want to improve the bottom line, you have to revive spirit in the workplace.

Reviving spirit in the workplace is about creating awareness that excellence still matters. Teamwork still works. Positive communication is a must. And profit, productivity, and performance depend on attitude and effort now more than ever.

The spirit in the workplace can often turn negative when others are impacted by decisions and issues that are out of their control. This might include: corporate downsizing, understaffing, budget reductions, or upper-management decisions that adversely impact employees.

So What is the Value of Reviving Spirit in the Workplace?

The Value of Sam's Message:

- Improves Employee Engagement and Communication
- Recharges Attitudes and Detoxes the Negative Thinking and Behaviors that disrupt performance
- Motivates people to expand their efforts by stepping up, serving others, and being a team player
- Unleashes the leader within. Leadership is not a position; it is attitude mixed with action.
- Instills awareness of culture and atmosphere. The atmosphere we create determines the product we make. If the culture isn't right, people will not thrive and achieve the right results.
- Imparts solutions and ideas on dealing with the stresses of changes, challenges, and the unexpected, as your company makes new decisions based on current trends.



A new video produced by ICMA's *Life, Well Run* campaign highlights how professional local government managers contribute to the quality of life *in Lake County and in the villages of Glenview and Woodridge, Illinois.*

“A Lovely Place to Call Home” features elected and civic leaders reflecting on the value professional local government managers bring to their communities. They include:

- Eric Alwin, building commissioner, Village of Woodridge
- State Representative Jim Durkin, 82nd District
- David Stolman, chairman, Lake County Board
- James Duffy, commissioner, Woodridge Park District
- Mike Adams, executive director, Woodridge Park District
- Susan McNeil-Marshall, library administrator, Woodridge Public Library
- Marvin Bembry, pharmaceuticals industry
- Michael Knight, Winchester House Advisory Board
- Bob Patton, president, Glenview Park District
- Kerry Cummings, president, Village of Glenview
- Larry Carlson, owner, Carlson Company
- Katy Rush, village administrator, Village of Woodridge

The interviewees share their pride in their communities, and describe how community members and elected officials work with professional managers to create communities they're proud to call home.

Woodridge, Glenview, and Lake County, Illinois, are three of five pilot communities across the country to be showcased by ICMA in the *Life, Well Run* campaign.

How Can ILCMA Members Get Involved with the *Life, Well Run* Campaign?

There are many ways you and your organization can get involved today with the Life, Well Run Campaign.

1. Put Your Community on the Map

The best way to tell the story of professional management and its value is to showcase successful projects in professionally-managed communities.

The Life, Well Run homepage includes a map on which we are placing short descriptions of projects professional managers have overseen to improve the lives of their constituents.

If you are a professional manager, help us flesh out the map by answering the question, “What have you done in your community that makes you most proud?”

If you or a community or business members, help us add to the map by answering the question, “What had your professional local government manager done in your community that makes you most proud?”

Please send your answers to yourstory@LifeWellRun.org

2. Show the *Life, Well Run* Videos on Your Local Cable Station

The *Life, Well Run* campaign has produced a number of high-quality videos in our pilot communities in Texas and Illinois that highlight the value of professional local government management. [You can see the videos here](#) or email us for the original files.

3. Show Your Support for the Campaign Online and through Social Media

- Like us on [Facebook](#) and follow us on [Twitter](#).
- You can also link your website to www.LifeWellRun.org.

5. Donate to the *Life, Well Run* Campaign

Help ICMA launch *Life, Well Run*'s national campaign in 2013 [with your donation](#).

6. Hear from Your Community's Professional Managers

Business leaders, invite your community's professional local government manager to speak to your employees about how they can build your community together.

Teachers, encourage your local schools to invite your professional local government manager to speak to civic classes and job fairs.

For more information on how to get involved with the *Life, Well Run* Campaign, contact Catherine Smith at 202-962-3632 or csmith@icma.org.

City of Flora, City Treasurer

The City of Flora is accepting applications for a City Treasurer. The position works in conjunction with the City Administrator. The City has an excellent salary and benefit package.

The City Treasurer's responsibilities include financial reporting, preparing reports for the annual audit, cash management and all investment activities, general ledger maintenance, preparing with the City Administrator and maintaining the annual budget and capital improvement plans, tax levy preparation, payroll, accounts receivable and accounts payable, preparation of State reports and supervision of accounting staff. Total city budgets exceed \$23 million.

Qualified applicants should possess an Associate or Bachelor's degree in accounting or finance and have 3 – 5 years' experience in municipal finance or public accounting. Additional experience may be substituted for education.

Interested candidates should send their resume along with a cover letter, salary history and salary requirements and three professional references to the Office of the City Administrator, City of Flora, 131 East Second Street, P.O. Box 249, Flora, Illinois 62839. Deadline for submitting information is December 14, 2012.

City of Northlake, Finance Director

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

The City of Northlake is a beautiful suburb located on the border of western Cook County. It is the "City of Friendly People" and is located only 14 miles from downtown Chicago and 8 miles from O'Hare airport. Northlake strives to be a responsive, progressive organization with a strong vision for a bright future. Northlake has 92 employees and is Home Rule with a Mayor/Council Form of Government.

Essential Functions & Duties:

This Finance Director is responsible for overseeing the municipal accounting, municipal audits, municipal investments, capital improvements, debt management, long range planning, TIF districts, IT program, credit card system and City operations. The position also manages the Finance Department.

The position is also responsible for Human Resource duties such as payroll, health insurance and benefits for all City employees. The Finance Director will also be accountable for keeping track of personnel vacation and sick time, insurance, workers compensation claims, and accident claims.

The position also oversees the preparation, development and the administration of the municipal budget. The position will be responsible for providing financial reporting to management and elected officials. The City of Northlake budget totals \$12 million, exclusive of TIFs.

Performs other duties as required.

Required Knowledge, Skills, and Abilities:

The successful candidates for this position must possess comprehensive knowledge of the principles and practices of local

government financial management and administration; extensive ability to communicate effectively, orally and in writing; extensive ability to establish working relationships with the Village Board, department heads, and employees.

Regular and predictable attendance is required.

Minimum Education, Experience & Training:

Successful applicants for positions in this class must possess a Bachelor's Degree in finance, accounting or another related field. A Master's Degree or higher level certification such as a CPA, MBA, or CPFO is a plus. Candidates must have a minimum of 7 to 10 years of responsible experience in executive-level finance administration and accounting, including 3 years of supervisory and upper management experience. The candidate must possess and demonstrate sound problem solving, strategic, communications, budgetary, and analytical/management skills. The successful candidate will be an experienced executive with a proven track record in progressive fiscal management and proven the ability to work closely with department heads and elected officials.

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

Candidates should apply by December 3, 2012 (no later than 12:00 pm.) with resume, cover letter and 5 professional references with contact information to:

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

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

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Village of Northbrook, Systems Coordinator

The Village of Northbrook seeks a qualified individual to assist in the day-to-day administration and maintenance of the Village's information systems including all related desktop, server and user support. In addition, this individual will be tasked with researching and recommending innovative approaches for system-wide enhancements. This position reports to the IT Manager and will be instrumental in designing and implementing complex, integrated enterprise network architectures and systems. Applicants must possess an undergraduate degree in computer science or related field (masters preferred) and five years of related experience in the design, maintenance and operation of a computer network or an equivalent combination of education and experience. Project Management experience a plus. Local government experience is desired but not essential. A detailed job description can be found at <http://www.northbrook.il.us/employment>. Compensation includes starting salary of \$80,000+ and full benefits package. Apply with resume and cover letter to: Village of Northbrook, Human Resources Manager, 1225 Cedar Lane, Northbrook, IL 60062 or e-mail at hr@northbrook.il.us with Systems Coordinator in the subject field. Resume review to begin immediately - position open until filled.

ESSENTIAL DUTIES: Essential duties include, but are not limited to: Designs, implements and maintains complex, integrated, enterprise network architectures and systems including Windows Servers, SAN, Security, Wi-Fi, Remote Access and Directory Services. Proactively monitors and maintains network and server performance, security and reliability. Participates in the design, implementation, and support of server and network infrastructure. Assists with the support and maintenance of all mobile and desktop equipment.

City Center Partnership, Executive Director

Joliet, IL (pop. 148,000) Exciting opportunity for economic development executives interested in working in one of the most economically diverse areas in the United States. The City Center Partnership (CCP) is a collaborative effort between the City of Joliet, downtown businesses and other stakeholders and the Will County Center for Economic Development. . The CCP offices are housed in the historic Rialto Theater building complex in downtown Joliet.

The City Center Partnership (CCP) is guided by a Board of Directors and is a key factor in the renaissance of downtown Joliet. The CCP hosts numerous festivals, events and parades bringing thousands of people to downtown Joliet several times a year. The Executive Director is responsible for continuing these activities and expanding the business development in downtown Joliet. The revision and completion of the downtown plan is a high priority for the next Executive Director. The next Executive Director will find several projects in various stages of development – a \$52 million transportation project that just broke ground; a proposed \$50 million Joliet Junior College project; and, the future expansion of county administration and court facilities. Downtown also has a TIF District, a Special Service Area, and is in an enterprise zone.

The City of Joliet and Will County are served by multiple interstate highways, five Class I railroads and an inland waterway system all contributing to the city and county's presence as a center for industry and trade. New investments in rail and intermodal have made this area one of the largest inland ports in North America. In addition, plans are underway for the construction of the Illiana Expressway, a critical link between Interstate 65 in Indiana and Interstate 55 in Illinois. A skilled workforce, affordable land and a pro business approach to development are also key assets. Additional information can be found on the organization's website www.jolietdowntown.com.

Candidates must have a passion for and successful experience in downtown redevelopment, marketing, and the development of collaborative relationships with the business community, the City of Joliet and other stakeholders. An ability to negotiate and close deals and to work with elected and appointed boards as well as county, state and regional development agencies is essential. A bachelor's degree in business, marketing, planning, economic development or related field and 5-10 years of increasingly responsible economic development leadership experience with a focus on downtown redevelopment are required; an advanced degree in business, public administration or related field is a plus but not required.

Starting salary range is \$90,000 +/-, DOQ. Excellent benefits package. E-mail resume, cover letter, and contact information for five professional references by December 3 to VoorheesAssociates.com/current-positions to the attention of Heidi Voorhees, Voorhees Associates, 500 Lake Cook Road #350, Deerfield, IL 60015, Tel: 847-580-4246.

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The Communication Tool for ILCMA & IAMMA

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

- 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 e-mailed question



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