



Illinois City/County Management Association

Annual Report

June 1, 2009

Strengthening the Quality of Local Governance Through Professional Management

The Illinois City/County Management Association (ILCMA) is recognized as one of the premier public management organizations in the country. Through the lasting efforts of an energetic membership and capable staff, ILCMA continues to address membership expectations and elevate the role of professional public management within the State of Illinois.

Special thanks to the 2008-2009 ILCMA Board for your time and hard work. The ILCMA Officers include the following: Patrick Urich (President), Jim Norris (President-Elect), Bob Irvin (Vice President), Juliana Maller (Secretary/Treasurer) and Ghida Neukirch (Past President). Other members of the Board include the following: Sue McLaughlin (Director), David Nord (Director), Bill Dixon (Director), Thomas Christie (Director), Blaine Wing (IAMMA President), Rob Bahan (Metro President), Geoff Fruin (Downstate President), Walter Denton (SWICMA President), and Scott Sorrel (IACA). ILCMA also consists of nine standing committees and two ad hoc committees which were lead by a talented, hard working group of individuals.

NOTABLE ACCOMPLISHMENTS IN 2008 - 2009

FINANCES:

1. **Strong Financial Condition.** As of May 2009 funds on hand were \$298,160. This compares to \$260,810 in May 2008.
2. **Membership Levels.** As of May 1, 2009, total membership was 670. Total membership as of May 1, 2008 was 640. This is a slight increase over 2008 membership totals.
3. **Growth in the "Friends of ILCMA" Corporate Partnership Program.** The Friends Program was started in 2005 and has contributed funding for conference speakers, scholarships, and other ILCMA programs. In 2008-09, 45 corporate partners contributed over \$91,500, which was \$9,500 more than in 2007-08. There were 40 corporate partners in 2007-08.

TRAINING/DEVELOPMENT:

1. **A Highly Successful Winter Conference.** The economy and local budget cuts have affected conference attendance. The Winter Conference in Rock Island experienced a decrease in attendance after more than four consecutive years of record setting attendance. Even though attendance was down, those that attended gave high praise for the quality of sessions and social events. The reception and dinner at the John Deere Pavilion was a highlight of the conference.
2. **A Highly Successful Summer Conference.** The Conference in Galena is on track to be a very successful conference with high quality sessions. Again, the economy is affecting attendance as it appears that it will be down for a second consecutive year.

3. **Completed Seven Very Successful Professional Development Workshops.** The Professional Development Committee was chaired by Katy Rush. The first successful workshop was held in conjunction with a Metro Manager meeting. The topic was “Tools for Greening Your Organization”. The second workshop was an ICMA University Workshop pre-conference session at the ILCMA Winter Conference. The topic was “Managing in a Difficult Political Environment”. The committee worked with UIC to co-sponsor an eGovernment session in March. In April the committee partnered with Metro Managers once again to offer “Strategies for Maintaining Good Judgment and Motivation in Uncertain Times.” For the first time the committee offered a professional development session in conjunction with the Downstate City/County Management Association. The National Coalition Building Institute offered a session on Diversity at the Spring Downstate meeting. This session will be offered to SWICMA in the near future. There was also a pre-conference held at the Summer Conference on the rebuilding efforts after major floods devastated the City of Cedar Rapids. The committee is planning another busy year for 2009-10 and hopes to incorporate webinars as part of their offerings.

COMMITTEE ACTIVITIES:

1. **The IML Managers Committee had a Busy Year.** The IML's Managers Committee, under the chairmanship of Russ Loebe, Village Administrator, New Lenox, continued to expand its presence in the State. The committee members were actively involved in education and training programs for appointed and elected officials at the Municipal League's annual conference. The Committee members continued to educate ILCMA members on municipal pensions with the help of the IML. The final push for 2008-09 was the IML Grassroots Advocacy Program or GAP. Through this program IML would like to have every ILCMA community identify a point person who can follow-up on any official requests for information and/or advocacy.
2. **Professional Conduct Committee Updates Rules.** Fortunately, this ILCMA committee had a quiet year. ICMA reviews concerns and alleged violations for individuals that are ICMA members; our ILCMA committee will review concerns and alleged violations for individuals that are ILCMA members, but not members of ICMA. The ILCMA Professional Conduct Committee was chaired by Al Rigoni, Village Manager, Skokie.
3. **Membership Services Committee.** The Committee was chaired by Bill Balling, WRB LLC, Consultant. The Committee focused attention in three different areas: 1) Marketing; 2) Diversity; and 3) Membership Recruitment/Retention. Efforts will continue in all three areas over the coming year. The committee reviewed the latest survey of services provided by ILCMA and made various recommendations. A membership survey will be done again in 2009-10. The Diversity Sub-committee helped with the mentorship program in conjunction with NFBPA. Barry Burton, County Administrator, Lake County and Tom Borchert, City Manager, Elmhurst, served as mentors to two NFBPA protégés. The sub-committee also monitored, with the assistance of Maria Lasday, Village Manager, Bannockburn, the formation of a Women in Government (WIG) group. This group has met informally a few times this past year. The possibility of the formation of other regional WIG groups exists. The sub-committee also explored the possibility of an Illinois chapter of the International Hispanic Network. It does not appear that there is enough interest at this time.

N.I.C.E. – NFBPA/ILCMA Collaboration Effort. As part of the N.I.C.E., a joint seminar was held with the National Forum for Black Public Administrators. Other organizations that helped sponsor the event were CIGNA, Roosevelt University, and the Chicago Department of Public Health. This third joint training seminar was titled “Health Care Issues in 2009 and Beyond-Where Do We Go From Here?”

The NFBPA and ILCMA created the Professional Networking and Mentorship Program in 2006-07. The Professional Mentoring and Networking Program (PMNP) represents a collaboration between ILCMA and NFBPA Chicago Chapter, designed to expose emerging public administration professionals with a foundation of information on the city management career field as well as other public administration career tracts. In essence, the PMNP is a reciprocal program with a goal to develop mentoring and networking opportunities for NFBPA Chicago Chapter members that allows them to benefit from one-on-one relationships with seasoned city/county/village managers/administrators and assistant/deputy city/county/village managers/administrators to share their insight and wisdom acquired from years of experience in city/county management with the intent of helping them to understand how they might pursue city/county management careers. Likewise, the PMNP has a goal to develop mentoring and networking opportunities for ILCMA members that allows them to benefit from one-on-one relationships with seasoned senior and executive public administrators to share their insight and wisdom acquired from years of experience in a spectrum of government agencies with the intent of helping them to understand how they might pursue public administration careers outside of city/county management.

There were two mentor and protégé matches in 2008-09. The Membership Services Committee will continue to refine the program so that appropriate matches are made between the mentor and protégé which will lead to greater success with the program.

Representatives from ILCMA and NFBPA continue to explore opportunities to collaborate on educational resources and training events.

4. **Promote the Profession Ad Hoc Committee** This Committee led by Jill Velan, Village Administrator, Antioch continued to promote the speakers bureau and, with the help of IAMMA, committee representatives also attended career fairs and participated in panel discussions during the year to discuss and promote the profession and ILCMA.
5. **Professional Resource Services Ad Hoc Committee** This Committee was led by Brad Townsend, Ehlers & Associates, and Ken Marabella, retired. The program has had a difficult start as many of the managers that enter into retirement are going to work in the private sector and are not interested in participating in this program. The Committee has worked to get in contact with eligible ILCMA members to gauge their interest in participating in this program.

OTHER:

1. **Range Rider Activities Remain Strong** Illinois continues to have one of the most successful Range Rider programs in the country. Dave Anderson, Steve Berley, Greg Bielawski, Hank Sinda, and Glenn Spachman were very active in responding to members' requests for advice and counsel and informing local communities on how to hire their first managers and administrators. Last year the Board approved the addition of another Range Rider to serve southern Illinois. Hank Sinda was chosen as the fifth ILCMA/ICMA Range Rider. This new Range Rider provided relief to Dave Anderson who has always covered the entire southern portion of the state. ILCMA has entered into an agreement with Missouri to share the cost of the new Range Rider position. All Range Riders have been extremely busy this year as a result of the April local elections. Unfortunately, at least 10 managers or assistants were let go in the past few months. This number is expected to climb.
2. **Secretariat Services Agreement** ILCMA has a longstanding and productive working relationship with Northern Illinois University. Dawn Peters continues to do an outstanding job as ILCMA Executive Director, with valuable assistance from Katie Davison and Tami Bombich.
3. **ICMA Presence** ICMA will continue to be led by outstanding representation with David Limardi, Village Manager, Highland Park, at the reign as ICMA's President at the

International Conference. Mike Baker, Assistant Manager, Downers Grove, continues to represent our best interest as ICMA Midwest Vice President.

ILCMA members serve on the ICMA Conference Committee, Awards Evaluation Panel, Conference Evaluation Committee, Government Affairs & Policy Committee, and the International Committee.

In an effort to promote and celebrate the 100th anniversary of council/manager form of government and ICMA's 100th anniversary in 2014, ILCMA has engaged the help of members asking them to identify their "Local Government Hero". ILCMA conducted video interviews this past year in an effort to capture the history of the profession in the state of Illinois as well as the impacts those people have had on the profession.

ILCMA has participated in a membership incentive program with ICMA. For those members of ILCMA who are not ICMA members, ICMA agrees to provide the first year of ICMA membership free. In the second year, ILCMA will provide additional monetary support up to the amount of \$200 to help offset the continued cost of ICMA membership. This initiative is targeted at communities of less than 10,000 population and counties of less than 50,000 population. This year we had nine ILCMA members join ICMA under this new program. Mark Peterson, City Manager, Normal, and John Lockerby, Assistant Village Manager, Skokie, helped with this effort.

ICMA started a new Public Awareness Campaign in an effort to elevate the image of and promote the value of professional local government management. ICMA approached all state associations to contribute seed money for the development phase of the campaign. The ILCMA Board approved a donation in the amount of \$6500, which represents 10% of the total funds needed by ICMA for this effort.

4. **ILCMA Website** ILCMA rolled out a new website in the fall of 2008. An ad-hoc committee consisting of Dawn Peters, Scott Sorrel, Leisa Niemotka and Ghida Neukirch are currently working on the design and content of the new website.
5. **Illinois Reform Commission** With the impeachment of Governor Rod Blagojevich, the newly appointed governor of the state of Illinois, Patrick Quinn, established the Illinois Reform Commission to examine government practices and ethics, and make recommendations for cleaning up state government. ILCMA & ICMA requested that the Illinois Reform Commission consider creating a code of ethics and guidelines for all state of Illinois officials, especially employees of the state. Al Rigoni, Village Manager, Skokie and Professional Conduct Chair, Patrick Urich, ILCMA President and County Administrator, Peoria County, and David Limardi, ICMA President and City Manager, City of Highland Park, all contributed to this effort. The Commission released their report on April 28, 2009 and did include reference to the ICMA Code of Ethics.
6. **Alliance for Innovation Partnership** ILCMA entered into a partnership this past year with the Alliance for Innovation, formerly known as the Innovations Group. The goals of this partnership are multi-faceted:
 - i. Identify three learning topics specific to Illinois' local government on which ILCMA and the Alliance can deliver resources and/or learning events;
 - ii. Work to develop joint learning events to ILCMA membership such as webinars and workshops;
 - iii. Cross-promote each organization, specifically on upcoming learning events and value of membership.
7. **Illinois Public Service Institute Partnership** The ILCMA Board approved a new partnership with the IPSI. The IPSI provides leadership training to public works professional

from across the state. As part of this partnership ILCMA will have one board member serve on the IPSI Advisory Committee to help identify topics and speakers for the week-long institute. There will also be a representative from ILCMA in attendance at the first day of the Institute to participate in the first day of training. There is no cost, aside from travel, associated with this partnership. Other partners include Illinois Municipal League, SIU Edwardsville, Illinois Section American Water Works Association, NIU MPA Program, and the Illinois Environmental Water Association.

8. **Awards** The ILCMA Awards program was inaugurated in 1994. There are two awards, the *Robert B. Morris Lifetime Achievement Award* and the *Special Service Award*.

The *Robert B. Morris Lifetime Achievement Award* is presented to a retired individual who has served no less than 15 years in local government, at least eight of those in Illinois. We are looking for candidates who have made significant contributions beyond their own communities, e.g. through service to the associations and the profession.

The *Special Service Award* is presented to individuals who have

- Service to the Association - notable association or affiliate activity;
- Service to the Profession - significant professional accomplishments;
- Service to the Community - significant personal accomplishments including private interests, family interests, acts of heroism, charitable acts, or social accomplishments.

This year John Perry received the Robert B. Morris Lifetime Achievement Award. John Novinson and Peter Burchard were both awarded Special Service Awards.

CONCLUSION:

Thank you for allowing me to serve as your President during such a tumultuous year. A young Winston Churchill once said of his experiences in South Africa that "It is better to making the news than taking it, to be an actor rather than a critic." Clearly we are all actors, making the news in our communities as we lead during these challenging times. What makes us unique is that while providing leadership and building stronger communities, we do so with a commitment to ethical, transparent local government. Another Churchill quote epitomizes what we aspire as members of ILCMA, "What is the use of living, if it be not to strive for noble causes and make this muddled world a better place for those who will live in it after we are gone?" Thank you for your dedication to your communities and to your adherence to the ICMA Code of Ethics.

I must also thank the 2008-2009 Board of Directors, committee chairs, committee members, and affiliate associations for all the time, energy and leadership they provided during the year. Special thanks to Dawn Peters, our excellent Executive Director, and the staff at NIU for providing the leadership and support to our organization and making sure we are recognized nationally as the premier state city/county management association. It has been my honor to serve all of you and I wish you nothing but the best.

Respectfully submitted,

Patrick Urich
County Administrator, Peoria County
ILCMA President