

**MINUTES
EXPERIENCE COMMITTEE
MICHIGAN LOCAL GOVERNMENT MANAGEMENT ASSOCIATION
FRIDAY, MARCH 14, 2008**

MML OFFICES, LANSING, MICHIGAN

The MLGMA Experience Committee met on Friday, March 14 at the MML offices in Lansing, Michigan. Members of the Committee present were: Chair, Tom Markus, Cathy Vander Meulen, Shea Charles, Mitch Deisch (via phone), Larry Nielsen, and Pat Sullivan. Members of the Committee who were absent: Chris Olson and Frank Walsh.

Chair Markus led a group discussion on the new roles and responsibilities of the committee as expressed in the MLGMA 2012 Strategic Plan.

Vision- An organization that has membership with experience worthy of recognition

Develop a database through survey or other appropriate method, of experience that includes total years of service as well as substantive areas of experience and other special talents.

Distribute information from the database through the Range Rider Program and through easy navigation of the MLGMA website.

Shea Charles and Mitch Diesch were assigned the task of further investigating what data exists currently, including further review of MML as well as ICMA information. The committee discussed various criteria that could be considered as part of a service award/recognition program. Other ideas included expanding the current MLGMA membership application to request additional information regarding special skills and accomplishments. All members agreed that the main focus at this point was to concentrate on defining the information we believe is necessary to establish an accurate database.

Vision- An organization that regularly profiles the extensive experience of its members

Encourage MML to regularly profile a cross section of city manager experiences

Develop a service awards program that annually recognizes total years of service and service in the State of Michigan at the annual MLGMA Conference

The Committee discussed the desirability of regularly featuring a profile of a current Michigan manager. It might be possible to include an article in the MML magazine, also the MLGMA newsletter, and/or the MLGMA and MML websites. Some suggested the

idea of re-publishing articles that appear in our local newspapers. Pat Sullivan suggested the idea of establishing a “Michigan Managers Hall of Fame” Pat Sullivan will follow-up.

Vision- A membership that is open and that shares its extensive experience with other communities, university students and new management professionals.

Develop a program that links credentialed managers with emerging professionals

Develop a model in-service training program for department directors aspiring to become chief administrative officers.

Examine and implement expanded internship opportunities (with MLGMA technical and financial support as necessary)

The committee discussed the importance of creating a sustainable database and possibly working with ICMA’s emerging leaders program, and local manager’s associations to assist us in this endeavor. With regard to expanding internship opportunities, the committee discussed the idea of developing 5 or 6 standardized internship projects, working with MLGMA to offer grants to communities to encourage internship positions, and coordinating efforts with the Education committee. Cathy Vander Meulen and Larry Nielsen will follow-up.

Vision- Experience that is reflected in the nearly universal eligibility for ICMA credentialing.

MLGMA and partner organizations such as the MML make available all of the training opportunities to qualify for credentialing in the State of Michigan.

Offer assessments for any MLGMA member who is not a member of ICMA provided the assessment is followed by an individual professional development plan by the member so that “MLGMA” credentialed manager can be added to their portfolio.

Partner with institutions of higher learning to ensure that curricula are current and relevant to the profession and contemporary practice of local government

Work with statewide primary and secondary education programs to provide relevant educational materials explaining the council/manager form of government

The committee discussed the particulars of how we would develop a program to ensure that ICMA would recognize it. The general consensus was that ICMA is probably better equipped and organized to continue handling the credentialing program. It was also thought that the cost associated with having our own State credentialing program was not a cost-effective alternative to pursuing membership and credentialing in ICMA. The MLGMA Education Committee has worked very hard over the years to develop a local

government curriculum. This program has been utilized in a number of Michigan schools. The committee felt that both the partnering with institutions of higher learning and working with statewide primary and secondary education programs were programs that more appropriately belong under the Dimension of Education. It was suggested that the Dimension of Experience Board Liaison should take this matter up with the MLGMA Board to consider a possible realignment of these programs from the Dimension of Experience to the Dimension of education.

Tom Markus was assigned the responsibility for this final vision as well as filing a quarterly newsletter report on the activities of this committee.

Cathy Vander Meulen, Vice-Chair, agreed to prepare minutes of the Experience Committee meetings.

Mitch Deisch of Manistee agreed to host the next meeting of the committee at the Manistee City Hall on Friday, May 9, 2008 at 1:00 p.m. Committee members discussed the possibility of “doing a little fishing” before and/or after the meeting as Mitch was reporting good success with his most recent trips to the rivers and streams.