

**Michigan Local Government Management Association
Experience Committee Minutes
Wednesday, July 23, 2008**

**Boyne Mountain Resort
Boyne Falls, MI**

The MLGMA Experience Committee met on Wednesday, July 23, 2008 at Boyne Mountain Resort. Members present were: Tom Markus (Chair), Pat Sullivan, Shea Charles, Jennifer Tubbs (Chair, Awards Committee), and Frank Walsh (MLGMA Board liaison to the Committee). Not able to attend were: Cathy VanderMeulen (Vice Chair), Mitch Deisch, Larry Nielsen, and Chris Olson.

Various committee members reported on progress of their respective assignments discussed at the May meeting.

Shea Charles and Pat Sullivan reported that they will work on a questionnaire/survey form to seek information on the experience of our membership which will expand on the current database material held by the ICMA and MLGMA. The intent is to have a database that can be reviewed by our membership to locate a manager with certain experience (skill sets) in order to facilitate communications between managers who may have relevant experience to be shared with a manager confronting a similar problem. This database will also be beneficial in order to monitor years of service in order to determine eligibility for awards at certain milestones in a manager's career. Shea and Pat will work to get the survey ready for the Winter Institute registration later this fall.

Pat Sullivan and Jennifer Tubbs talked about our existing awards program and some proposed new awards that Pat has suggested. The committee agreed to submit the suggested list to the MLGMA Board for their review and feedback before any decision is made to add an award.

Tom Markus reported that he had spoken with Craig Rapp, ICMA liaison to Michigan, regarding making credentialing available to MLGMA members who are not ICMA members. Tom indicated that credentialing has evolved into a requirement for some City Manager jobs and that we should strive to have our managers credentialed so that they are eligible for job opportunities that require credentialing.

The conversation between Tom and Craig moved into a conversation of how to make ICMA membership affordable to those members/member communities who are members of MLGMA but not ICMA. Assuming we could achieve an acceptable tiered rate for less affluent communities, then we could expand ICMA membership and as a result expand opportunities for more managers to be credentialed. Tom reported that Craig, Tom, and MLGMA President Ed Koryzno are scheduled to further discuss this issue in the near future.

Tom also discussed other credentialing-related changes to ensure universal eligibility for credentialing, including:

- MLGMA should work with MML to promote comprehensive educational programs of MLGMA, MML, and their affiliated organizations' meetings, conferences, trainings, and seminars that provide an educational program within the State of Michigan which meets ICMA's Practices for Local Government Management.
- MLGMA shall work with the MML staff to ensure that all meetings, conferences, trainings, and workshops identify which of the 18 ICMA credentialing "core competency areas" a particular program addresses when preparing the program outlines for the training. MML currently does this with MLGMA conferences, but we would like to expand to the MML conferences, training programs, seminars, etc.

(Note: Tom has spoken to Colleen Layton about this issue and there appears to be a willingness to expand this process.)

- MLGMA should work with MML and ICMA to provide telecommute type access to allow remotely located public managers (or other managers may be unable to attend) to virtually attend and participate in those meetings, seminars, etc. The committee members concluded that we should start slow with this process – i.e. maybe the featured programs could be provided via telecommute. The committee wants to make sure that we do not hurt the actual conference process – i.e. everyone telecommutes and no one attends the conference. The MML is apparently moving in this direction and we should encourage this new direction and be a part of it.

(Note: Tom has spoken with Colleen Layton about this issue and Colleen seems supportive of this effort.)

Tom agreed to summarize the current recommendations of the Experience Committee in a letter to the MLGMA Board and ask them to comment and approve the committee's recommendations. Frank Walsh, our liaison from the MLGMA Board, agreed to provide further elaboration of the recommendations at the MLGMA Board meeting.

Respectfully Submitted,
Thomas M. Markus