



MLGMA

<http://www.mlgma.org>

**MICHIGAN
LOCAL GOVERNMENT
MANAGEMENT ASSOCIATION**

P.O. Box 1487, Ann Arbor, MI 48106
Phone 734/662-3246 • Fax 734/662-8083

PRESIDENT

DARYL J. DELABBIO
Kent County

PRESIDENT-ELECT:

WARREN D. RENANDO
Jackson

IMMEDIATE PAST PRESIDENT:

DOUGLAS B. THOMAS
Alma

DIRECTORS:

JANE BAIS-DISESSA
Berkeley

CHRISTINE A. BREMER
Bloomfield Hills

STEVEN M. BROCK
Farmington Hills

DANA W. FOSTER
Brighton

OTTERLEE J. SLAUGHTER
Muskegon

PETER D. STALKER
Cadillac

DENNIS W. STEPKE
North Muskegon

JOHN SZERLAG
Troy

MICHAEL D. USKIEWICZ
Escanaba

RICHARD A. WATKINS
Delta Charter Township

THOMAS J. WIECZOREK
Ionia

THOMAS L. YOUATT
Harbor Beach

EX-OFFICIO

DARNELL EARLEY
Flint

BARBARA MOORE
ICMA

MARK WOLLENWEBER
Saint Clair Shores

SECRETARY/TREASURER

DAN GILMARTIN
Michigan Municipal League

The Manager

The official newsletter of the Michigan Local Government Management Association

Affiliated with the Michigan Municipal League

September 2001

Workshop Earns Positive Reviews

MLGMA Summer Workshop 'Set A Gold Standard'

*By Ken Krombeen, City Manager,
Grandville; Chair, Summer Workshop
Planning Committee*

The MLGMA's annual Summer Workshop was held July 24-27 at McGuire's Resort in Cadillac, Michigan, with an excellent turnout of 87 registered attendees plus a large contingent of partners and families. The group enjoyed beautiful weather, warm Cadillac hospitality and a variety of educational and social opportunities that made this a memorable experience for everyone.

The workshop's theme, "Set A Gold Standard," was epitomized by speaker Hugh Templeman of Ritz-Carlton, an organization where service is an obsession and the answer to a customer's question is always "yes" so long as it is morally acceptable and fiscally reasonable. Mr. Templeman described for the group how "guest delight" (in our case perhaps "resident delight") can be assured through leadership's attention to employee selection, rigorous orientation and constant training within a framework of meticulous attention to

the organization's mission and values.

Scott Friedman coached the group to be "victors" of change instead of victims of change by working on our outlook on life, our sense of humor and our willingness to stretch ourselves. Scott reminded the Managers that "attitude flows downhill" and challenged us to take responsibility for creating positive personal and professional futures.

Participants also benefited from practical presentations from the U.S. Census Bureau and MEDC, and from discussions with Michigan Speaker of the House Rick Johnson. Speaker Johnson displayed refreshing candor and a crowd-pleasing practice of taking notes from us rather than vice-versa on a wide variety of legislative topics.

Networking opportunities for members and families included the golf scramble, outdoor barbecue banquet and a memorable campfire under the stars with pleasant conversation, delicious s'mores and professional guitar music selected from audience suggestions.

continued on page 3

President's Message

by Daryl J. Delabbio, Administrator/Controller,
Kent County

Most of this year's Board of Directors discussion has involved the ICMA's proposed Voluntary Credentialing Program. As you may recall, the Board referred this matter to the Professional Development Committee for review and development of a position statement on behalf of the membership. Soon after this action, however, it came to our attention that ICMA was in the process of developing a survey for the membership to gather further input. We did not think that a survey from MLGMA would be appropriate at that time, and actually could be rather confusing for our members. Thus, we decided to hold off on our own survey. Hopefully, you took the opportunity to express your thoughts to ICMA.

The Board has discussed this proposed program at length at each of the four meetings that have been held this year. Numerous comments have also been received from managers through discussion at regional meetings, the article in the July issue of *The Manager*, and one-on-one discussions. Reaction has been extremely mixed. We do

know that ICMA will be pursuing the credentialing program and our focus will be to determine the Association's role in the process. The Board will provide input to ICMA on how this program should be developed and applied, as well as the types of training opportunities to be offered to our members. I urge you to contact either Peter Stalker, Chair of the Professional Development Committee, or me should you desire to comment further.

In the March issue of *The Manager*, a list of MLGMA committee assignments was included. I would also like to acknowledge those MLGMA members who are, or will soon be, participating on various ICMA committees. Members include: **Thomas Barwin**, Ferndale (International Affiliations Committee), **Randy Byrne**, Grand Blanc (2002 Conference Planning Committee), **James Leidlein**, Harper Woods (International Affiliations Committee), **Tom Markus**, Birmingham, (Employment Agreements Committee), **Brian Murphy**, Beverly Hills (Awards Committee), **Steve Secor**, Evart (2001 Conference Evaluation Committee and 2002 Conference Planning Committee), **Ted Staton**, East Lansing (Task Force on Membership Connection), **Mike Uskiewicz**, Escanaba (2001 Conference Planning Committee), **Phil Vawter**, Walled Lake (E-Governance Committee), and **Michael Young**, Rockford (Advocacy Campaign Coordinator's Group). As you can see, Michigan is well represented at the national level!

I would like to express my gratitude to several individuals. **Jane Downing**, former Village Manager of Cass City, who has

served as Chair of the Small Communities Committee (formerly the Village Management Committee) for several years and who was elected to the Board this past February, has moved on. She has relocated to New York and in the near future will be getting married. Jane's efforts and contributions to the Association will be missed.

Mike Freer, Village Manager of Roscommon, has graciously accepted appointment as Chair of the Small Communities Committee and I appreciate his willingness to step in! He has already hit the ground running. **Pam Brandt**, Executive Assistant to the Administrator in Ann Arbor, also tendered her resignation from the Board. Pam, like Jane, was elected this past February; her contributions to our Association will also be missed.

The Board, at its July meeting, voted to appoint **Tom Youatt** of Harbor Beach, and **Jane Bais-DiSessa** of Berkley, to fill the unexpired terms of Jane and Pam.

I would be remiss if I didn't thank and recognize **Ken Krombeen**, Chair of the Summer Workshop Planning Committee, and his group for putting on an outstanding summer workshop in Cadillac! The feedback I have received on the event has been extremely positive.

Finally, the ICMA Conference will be held later this month in Salt Lake City. **Mike Uskiewicz** has put together a great Michigan dinner evening at the Log Haven. The dinner will be held on Tuesday, September 25, and hopefully by now those who are attending the conference have sent in their reservations for what promises to be a great evening!

DEADLINE

MLGMA members are encouraged to submit articles for publication in *The Manager*. The next issue is scheduled for December 2001. All copy should be submitted to the editor, Sue Lee, [leeford598@aol.com] or to the President-Elect, Warren Renando, Jackson City Manager, by November 2, 2001.

(Who would have thought a sing-a-long could include the “Now I Know My ABC’s” song and “Alice’s Restaurant” back-to-back— and seem natural and appropriate.)

Recent MML retiree and former MLGMA Secretary/Treasurer Lois Thibault was honored at the banquet for her years of service.

While the workshop evaluations have not yet been tabulated we do have the benefit of some of the preliminary comments. Positive reviews were received on the quality and variety of speakers and topics, the McGuire’s facility, and the “family-friendliness” of the events, the banquet and bonfire. Many gave kudos to the 2001 Summer Workshop Planning Committee that included Michael Czymbor, Kathy Grinzinger, Amy McEwan, Precia Emmons, Dale Kerbyson, Michele Hodgson, Lois Thibault and Angie Boyce.

If you attended this year’s event I thank you for your participation and hope you found it rewarding. If you didn’t attend, I would encourage you to take advantage of future summer workshops for a truly special time of growth and fellowship with your colleagues and your family.

Board Highlights

Following are highlights of the June and July 2001 MLGMA Board of Directors meetings.

Highlights from the June Board meeting June 13, 2001, Lansing

The official name change of the association still needs to be ratified by the membership. Our legal counsel has indicated that, in order to become official, the bylaw amendment must be voted on at the association’s annual meeting in January. Earlier, the membership had overwhelmingly supported the change from Michigan City Management Association to Michigan Local Government Management Association. The Board plans to place the issue formally before the membership at our meeting in January in order to make the change official.

The Board of Directors unanimously endorsed the recommendation of **Frank Gerstenecker** to receive the John M. Patriarche Distinguished Service Award. The award is given to Frank for his distinguished service to the city of Troy, the MLGMA and the work he continues on behalf of managers across our state.

Highlights from the July Board meeting July 25, 2001, Cadillac

The ICMA/MLGMA Conference Scholarship program will go to two individuals this year. The scholarship is utilized to send first time attendees from Michigan to the ICMA annual conference. Previously, only one scholarship was provided. The MLGMA Professional Development Committee will be formally recommending two individuals for the scholarship.

Each year the MLGMA sponsors a prominent speaker at the Michigan Municipal League’s annual convention as part of the ongoing Colloquium program. In addition, the MLGMA Board of Directors, upon recommendation from the Awards and Recognition Committee, selects an individual to honor as part of the day’s events. This year’s honoree is **Robert S. Kenning**, the retired city manager from Birmingham. The presenter for the colloquium will be Cherise Brandell, who will speak on “Building a Civil Community.” The event will take place on Thursday, September 13 at 10:30 A.M. at the MML convention in Battle Creek.

MLGMA Briefs

mlgma.org

by Jack Duso, Midland Assistant City Manager; MLGMA Webmaster

Two major benefits of a web site are to provide immediate access to information and to facilitate communication among visitors of the site.

If you haven't visited the MLGMA web site lately, then you should be aware of some recent developments that enhance these benefits. One is that MLGMA accepted an offer from ICMA to participate in the Environmental Liability Outreach (ELO) project implemented through the Local Government Environmental Assistance Network (LGEAN). Another is that a Chat Room has been added to the site.

The ELO project is designed to promote awareness of environmental liability by:

- Developing and providing information to state-based and regional local government associations, nonprofits, and public organizations through customized Web page templates that are integrated into the organizations existing Website. These free Web page templates will provide environmental liability information and databases.
- Providing inquiry-response services dedicated to environmental liability questions exclusive to local governments and the nonprofit organizations that serve them.
- Developing fact sheets to assist local governments in dealing with challenges that they face in this area.
- Compiling a list of resources and disseminating this informa-

tion to local governments and related organizations.

This information is accessed by clicking on the Environmental Liability link on the "Links" page at www.mlgma.org. That link will take you to the ELO template that provides access to the LGEAN site. The template is customized for MLGMA with our logo and web site design. Although it appears that you are not leaving the MLGMA site, the navigation links actually take you to the LGEAN site for the information you are seeking. The navigation links include a link to our homepage to return to the MLGMA site.

The template design and service was offered to MLGMA at no cost. Please provide any feedback on the usefulness of this service by sending an email to webmaster@mlgma.org.

Beginning July 18 the MLGMA site features a Chat Room that is located in the Members Only section. If you are unfamiliar with a chat room, it provides for a "real time" messaging conversation with other people who are online in the chat room. This feature could be used for prearranged conversations such as a meeting of a MLGMA committee. It operates through your web browser by running a small java applet (software) that is downloaded to your browser the first time you access the chat room.

You can access the chat room by going to the Members Only section and clicking on the chat room link. If you access the Internet through a network that uses a firewall, you must have

your network administrator configure the firewall to allow access. There is a link on the chat room page that will take you to the software site for the documentation to configure the firewall. For those who do not access the Internet through a firewall, there is no need for any configuration. If you experience any problems, please send an email to webmaster@mlgma.org.

A major objective of the web site is to provide information wanted by the MLGMA membership. Therefore, if you have any suggestions on what you would like to see on the site, please contact any member of the Web Site Committee.

UPDATE: MLGMA Scholarship Program

by Peter D. Stalker, Cadillac City Manager; Chair, Professional Development Committee

Based upon the most recent call for applications to the various MLGMA Scholarship Programs, the Professional Development Committee has the pleasure of announcing yet another scholarship award. **Mark Wollenweber**, City Manager of St. Clair Shores, has been awarded a scholarship for the Disney Institute in February 2002. Mark will be attending a session entitled "The Disney Approach to Managing for Creativity and Innovation." Congratulations to Mark on this scholarship award!

MLGMA is very pleased to participate in the professional development of its membership through the scholarship pro-

MLGMA Briefs

gram, and while a number of scholarships have been awarded this year, there still are funds remaining for those members who may be interested in any of the programs.

Please contact **Peter Stalker**, Cadillac City Manager and Chair of the Professional Development Committee, for further information.

MLGMA Awards ICMA Scholarships

by Peter D. Stalker, Cadillac City Manager; Chair, Professional Development Committee

The Michigan Local Government Management Association Board has approved two scholarships to the ICMA annual conference. ICMA recently announced a program to help first time attendees attend the national conference by providing complimentary registration to those individuals who receive travel support from their state associations.

Originally, ICMA indicated that only one individual per state could receive the complimentary registration. MLGMA solicited applications, and received two very worthy requests for assistance.

Based upon these requests, MLGMA through **Mark Wollenweber**, City Manager of St. Clair Shores, approached ICMA to inquire about funding two scholarships for the Michigan association, contingent upon MLGMA providing travel expenses for two individuals.

We are pleased to report that Mark was successful in this endeavor. Therefore, the Michigan

association will provide scholarships to two members this year: **Keith Riesberg**, City Manager of Roosevelt Park; and **Brad Heffner**, City Manager of Ithaca.

The MLGMA Board is pleased to participate in this scholarship program with ICMA. Congratulations to Keith and Brad!

ICMA Briefs

UPDATE: ICMA Voluntary Credentialing Program

by Peter D. Stalker, Cadillac City Manager; Chair, Professional Development Committee

ICMA has compiled the results from the recent survey of the membership pertaining to the proposed voluntary credentialing program. Questionnaires were mailed to 6,818 ICMA members with 2,107 responses received — a response rate of 31%.

The survey indicates broad support for the two primary goals of the credentialing program: (1) the recognition of lifelong learning; and (2) defining professional local government managers.

Based upon this widespread support, ICMA plans to go forward with the development of a voluntary credentialing program. A number of details will need to be addressed by ICMA over the next few months as this program is finalized.

The Michigan Local Government Management Association Board has reviewed this issue, and has concluded that an appropriate role for MLGMA to play will be to focus on helping members advance job skills and abilities as identified through the core competencies that are established for the profession. The

decision with regard to seeking a credential will be left to the individual members' own discretion.

For those wishing to apply for the voluntary credential, MLGMA could help through the development of appropriate training opportunities, and also may be able to assist with the cost of the initial assessment tool necessary for those seeking the credential.

It is also feasible that the Board may develop a subcommittee to pre-review applicants to this program, which would help to expedite the process for those members wishing to engage in this activity.

The MLGMA Board has received many comments from the membership pertaining to this program, and we certainly recognize that there is a great diversity of opinion with regard to this matter. However, it is clear that based upon the support ICMA has received through the survey results, there will be some type of a credentialing program developed in the near future.

The Board's focus at this time will be to develop programs to assist those members wishing to seek this credential. Please contact any of the Board members if you have any questions or input regarding this matter.

Back page news & Calendar

Regional Managers Groups

BORDER BANDITS

Hillsdale/Branch/Calhoun Counties. *Contact:* Maurice Evans, CM, Marshall.

GENESEE COUNTY

Genesee County—meetings held first Thursday of the month. *Contact:* Michael Senyko, CM, Fenton.

LAKE AREA

Macomb County, parts of St. Clair County and the Grosse Pointe area—lunch meetings held 3rd Thursday, every other month. *Contact:* Brian Vick, AA, Grosse Pointe.

MIDDLE OF THE MITTEN

Lansing metro area—meetings held 1st Thursday of the month. *Contact:* Theodore J. Staton, CM, East Lansing.

MID-MICHIGAN CITY/COUNTY

Upper Central Lower Peninsula. *Contact:* Ken Hibl, CM, Claire.

NORTHERN MICHIGAN L.P.

Meetings held 4th Thursday of the month. *Contact:* George Korthauer, CM, Petoskey.

OAKLAND COUNTY

Meetings held 1st Wednesday of the month, excluding July and August. *Contact:* Steve Brock, CM, Farmington Hills.

SAGINAW COUNTY

Saginaw County—meetings held last Friday of the month. *Contact:* Ron Lee, Saginaw Township Manager.

SOUTHEAST MICHIGAN

Wayne/Washtenaw/Lenawee/Monroe Counties—meetings held 3rd Wednesday of the month. *Contact:* Ed Koryzno, CM, Ypsilanti.

SOUTHWEST MICHIGAN

Berrien/Kalamazoo/St. Joseph/Cass/Van Buren Counties—meetings held 3rd Wednesday of the month. *Contact:* Frank Walsh, CM, St. Joseph.

THUMB NUTS

Thumb area—meetings held three times each year. *Contact:* Charlie Graham, CM, Frankenmuth.

U.P.

Meetings held twice each year. *Contact:* Michael Uskiewicz, CM, Escanaba.

WEST MICHIGAN

Kent/Muskegon/Ottawa Counties; Ludington/Portland areas—lunch meetings held in Grand Rapids, 3rd Wednesday of each month, except July and August. *Contact:* Lee Slaughter, ACM, Muskegon.

Calendar

2001

September

23- Michigan Municipal League
26 Annual Convention, Battle Creek

23- ICMA Conference
26 Salt Lake City/County, UT

2002

January

14- Michigan Township Association
18 Annual Conference, Grand Rapids

January/February

29- MLGMA Winter Institute
1 Soaring Eagle Resort, Mt. Pleasant

MLGMA Dinner at ICMA Conference

By now you should have all received invitations to the MLGMA dinner at the ICMA Conference in Salt Lake City. The dinner will be held on Tuesday, September 25, at the Log Haven. The Log Haven is nestled in the mountains about 20 miles outside of Salt Lake City.

Mike Uskiewicz, City Manager of Escanaba, has been working with Secretary/Treasurer Dan Gilmartin to make this a memorable event. All members attending the ICMA conference are encouraged to attend this event so they can enjoy the scenic vistas of the mountains and the waterfall located along side the restaurant.

JOHN M. PATRIARCHE DISTINGUISHED SERVICE AWARD

1992 John M. Patriarche
1994 Edward H. Potthoff Jr.
1995 Fred H. Tholen Jr.
2000 William Baldrige
2001 Robert S. Kenning
2002 A. Frank Gerstenecker

MLGMA COLLOQUIUM HONOREE

1999 John M. Patriarche
2000 Clifford R. Miles
2001 Robert S. Kenning