



MLGMA

<http://www.mlgma.org>

**MICHIGAN
LOCAL GOVERNMENT
MANAGEMENT ASSOCIATION**

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The Manager

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‘While the weather outside was frightful, the program inside was delightful’

by Brian Murphy, Beverly Hills City Manager; Chair, 2004 Winter Institute Planning Committee

Let it snow, let it snow, let it snow. Or so sang the figurative chorus of those brave souls who made the trip to this year’s edition of the Winter Institute, after finally arriving at the Bavarian Inn Lodge in Frankenmuth. Well over 220 registrants still slogged through the snow to attend.

Program notes

The feedback from those attending is that the Winter Institute was worth the trip on the troublesome roads. The keynote session on Wednesday with Lew Bender started the conference apace. The fast moving session examined the differences and similarities with and between generations in the workplace, and provided participants with new ways to view and work with the other generations.

The general sessions on Thursday also received high marks. The discussion on Michigan’s Tax Limitation Law, how communities are faring as a result,

and what some are doing about it was well received. The panel discussion on how local government managers are reaching out to involve, engage and listen to their residents provided a “wealth of information” and “some good ideas to try back home.” On Friday, the Ethics session, with Martha Perego from ICMA, provided a healthy discussion on practical and timely ethical issues.

For the concurrent sessions, the 2004 Winter Institute Committee did an excellent job bringing together a grounded and pragmatic program across a broad variety of subjects. The conference provided sessions, exercises and lessons that addressed 15 of the 18 core competencies identified by ICMA as skills required of an effective local government manager.

Special Thanks

The committee members did an excellent job. Those are not just the words of a humble and appreciative chairperson. Those

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President's Message

by Michael S. Herman, Albion City
Manager

Keep the Passion

As we begin 2004, the MLGMA Board continues to pursue several goals for the organization and its membership. Many of these goals are long term in scope and will require on-going support over several years in order to be successful.

A more concerted effort is needed to educate governing boards and the general public regarding the value of professional management. We need to make sure that elected officials in the Michigan Municipal League (MML), the Michigan Townships Association (MTA) and the Michigan Association of Counties (MAC) are provided information on the achievements of professional managers and their ability to deal effectively with the tough issues facing our local communities.

To improve the number of knowledgeable elected officials in the future, we must insure implementation of the Michigan Civics Institute curriculum in our local schools.

We need to continue our efforts to promote and defend the Council/Manager plan. To that end we are working to finalize a ready to use "Campaign in a Box", which will allow us to react quickly to counter efforts to eliminate existing Council/Manager plans in local communities.

We need to continue our efforts to strengthen the professionalism of our members. This means increasing the opportunities for training and encouraging managers to complete the credentialing process. It is also essential that we recruit new

young professionals to work at the local government level. This is the key goal of ICMA's "Next Generation Strategy." Also recognizing the ever-increasing diversity of our communities, we need to assist women and minorities in gaining access to the profession.

On the other side of the equation, we need to find a more effective way to address the issue of managers in transition. In many cases the termination of a manager is a kind of knee-jerk reaction by a governing board. This is not only economically costly for the community, but generally creates a lot of turmoil and stress in the community. In some cases early intervention by an independent facilitator may be able to mend the council/manager relationship, thus benefiting the community and the manager. I have challenged the Managers In Transition Committee to develop an early intervention program, which would involve the MML, MTA and MAC.

With the on-going attack on home rule and local funding, we need to become more proactive in working with the Governor and State Legislature to address the critical funding needs of local government. I'm encouraging the Public Policy Committee to increase its efforts at correcting some of the anomalies in existing funding structures. At the same time we need to develop a strategy for the implementation of positive new programs such as the Governor's Healthy Commerce Center plan.

A final area of concern has to do with Keeping the PASSION for the profession. The events

of the last year have called into question the integrity of professional managers and our ability to earn the public trust that we need to carry out our duties. Now more than ever we need to make elected officials and the public aware of the fact that we adhere to an exemplary ethics standard and that we do not tolerate violations by our members.

After 25 years in this profession, I'm still proud to be a member of ICMA & MLGMA and to serve with each of you. I've always been impressed by your dedication but more importantly your PASSION for the public management profession. It is truly an honor and a pleasure to be able to serve as President of this Association. I look forward to good things in 2004, and no matter the bumps along the way, I encourage you to Keep the PASSION for the profession.

2004 MLGMA BOARD MEETING SCHEDULE

The 2004 MLGMA Board meeting times and locations are listed below. Please send Agenda items, correspondence, etc. at least two weeks before the scheduled meeting, to MLGMA President, Mike Herman [*e-mail*: citymanager@ci.albion.mi.us or *Fax* 517-629-4168].

- 1st Friday, January 30, 2004**
Noon-2:30 p.m., Frankenmuth
- 2nd Friday, April 16, 2004**
10 a.m.-2 p.m., MML Lansing
- 3rd Tuesday, July 20, 2004**
6:30- 8:30 p.m., Boyne Highlands
- 4th Friday, October 1, 2004**
8:00-9:30 a.m., Mackinac Island
- 5th Friday, Nov. 12, 2004**
10 a.m.-2 p.m., MML Lansing

ICMA News

ICMA Awards Undergo Population Revamping

by Daryl J. Delabbio, Administrator, Kent County; Member, ICMA Awards Evaluation Panel

Prior to 1968, ICMA's Annual Awards Program consisted of three awards that were given to graduate students, undergraduates, and city interns and assistants for research into municipal government problems. The awards were intended to generate interest among young adults in the local government field, to "stimulate intellectual creativity in the field of municipal management," and "to make advanced knowledge available to practitioners."

In 1968, ICMA staff submitted a proposal to the ICMA Executive Board suggesting that the Board consider expanding the Annual Awards Program to "recognize city managers that have made significant contributions in selected areas of municipal management . . . while they are still active in the profession."

The initial three "professional" awards were:

- 1) The Management Innovation Awards;
- 2) The In-Service Training Award; and
- 3) The Career Development Award.

Now the program has grown to 20 awards that can be presented on an annual basis. There are eight

"Professional Awards," presented to individuals:

- 1) Career Excellence in Honor of Mark E. Keane;
- 2) Outstanding Manager of the Year;
- 3) Career Development in Memory of L.P. Cookingham;
- 4) In Service Training in Memory of Clarence E. Ridley;
- 5) International in Memory of Orin F. Nolting;
- 6) Assistant Excellence in Leadership in Memory of Buford M. Watson, Jr.;
- 7) Academic in Memory of Stephen B. Sweeney; and
- 8) Workplace Diversity Professional Development.

In addition, there are two Program Excellence Awards in six categories, which are presented to communities:

- 1) Disadvantaged in Memory of Carolyn Keane;
- 2) Public Safety in Memory of William H. Hansell Sr. and Alice Hansell;
- 3) Citizen Involvement;
- 4) Innovations in Local Government Management;
- 5) Outstanding Partnerships: Intergovernmental Cooperation; and
- 6) Outstanding Partnerships: Public-Private.

If you have ever wondered about the possibility of applying for one of the several awards presented

annually by the ICMA—either for yourself or a colleague—the task may have just become easier.

As noted above, the Program Excellence Awards, presented to communities, have been divided into two population categories: Populations up to 50,000 and populations over 50,000.

Recent action by the Awards Evaluation Panel at the ICMA Conference in Charlotte, NC resulted in the following change in population categories for Program Excellence Awards: 0–9,999; 10,000–49,999; and over 50,000.

Thus, ICMA will be presenting up to 26 awards annually (eight Professional Awards and 18 Program Excellence Awards), beginning in 2004.

This is a significant shift in thinking by the Awards Panel, and one that recognizes that most of the ICMA membership represent smaller jurisdictions, with the bulk of those in the under 10,000 population.

As an additional way of encouraging members to nominate themselves, a colleague, or a program for an award, ICMA has made it a practice during the past two years to publish not only the award winners, but also all of the nominees.

Look for details from ICMA in the near future (ICMA Newsletter and/or PM, as well as the ICMA Web site) soliciting nominees for an ICMA Award.

MML Regional Meeting Dates

APRIL

April 28 Region 4, Ithaca
April 29 Region 3, Wyoming

MAY

May 4 Region 5, Lapeer
May 5 Region 2, Blissfield
May 11 Region 1, Saline
May 12 Region 6, Roscommon

JUNE

June 16-28 Region 7, Wakefield

MLGMA News

Following are the 2004 committee appointments.

AWARDS AND RECOGNITION

Scott Huebler, Chair, Whitehall
Fred Geuder, Harbor Springs
Jeff Kingzett, In Transition
Marc Levisé, New Baltimore
Warren Renando, Jackson
Bill Richards, Farmington
Dennis Stepke, North Muskegon
Jennifer Tubbs-Sims, Watertown Charter Township

COMMUNITY EDUCATION

Michael Young, Chair, Rockford
Michael Archinal, Genoa Township
Larry Collins, Range Rider Mount Pleasant
Precia Emmons, Cadillac
Timothy Klunder, Zeeland
Dale Majerczyk, Essexville
Dale Martin, Linden
Pat McGinnis, Grand Haven
Brian Murphy, Beverly Hills
Spencer Nebel, Sault Ste. Marie
Melanie Purcell, Flint
Kathy Roberts, Lapeer
Thomas Tanghe, Auburn Hills
Cathy VanderMeulen, Walker
David White, East Jordan
Michael Wood, Belding
Chris Yonker, Fremont

ETHICS

Kurt Kimball, Chair, Grand Rapids
Bill Baldrige, Range Rider, North Muskegon
Roger Fraser, Ann Arbor
Brian Murphy, Beverly Hills
Spencer Nebel, Sault Ste. Marie
Warren Renando, Jackson
Jerry Richards, Meridian Charter Township
Peter Stalker, Cadillac
John Szerlag, Troy

MANAGERS IN TRANSITION

Ed Koryzno, Chair, Ypsilanti
Glenn Anderson, Hancock
Bill Baldrige, Range Rider, North Muskegon
George Brown, Adrian
Reid Charles, Mt. Morris
Larry Collins, Range Rider Mount Pleasant

Ryan Cotton, Spring Lake
Bryan Chodkowski, Sparta
Fred Geuder, Harbor Springs
Jeff Kingzett, In Transition
Lou LaPonsie, Sandusky
Darwin Parks, Richmond
Randy Terronez, Clare County
Mark Wollenweber, Saint Clair Shores

MEMBERSHIP SUPPORT SERVICES

Richard Watkins, Chair, Delta Charter Township
Alex Allie, Huntington Woods
Tom Ault, Holly
Don Beavers, Constantine
Paul Brake, Meridian Charter Township
Daryl Delabbio, Kent County
Jack Duso, Midland
Precia Emmons, Cadillac
Anthony Furton, Menominee
Michael Hughes, Buchanan
Amy McEwan, Delta Charter Township
Darwin Parks, Richmond
Stan Pasieka, Beverly Hills
Keith Riesberg, Roosevelt Park
Jakki Sidge, Goodrich
Bob Stalker, Oscoda Township
Jennifer Tubbs-Sims, Watertown Charter Township
Cathy VanderMeulen, Walker
Brian Vick, Grosse Pointe
Tom Youatt, Harbor Beach

NOMINATING

Kathie Grinzinger, Chair, Mount Pleasant
Dennis Bow, Flushing
Curtis Holt, Wyoming
Dale Kerbyson, Marlette
George Korthauer, Petoskey
Tom Markus, Birmingham
Spencer Nebel, Sault Ste. Marie
Bill Stewart, Coldwater
Tom Wiczorek, Pres. Elect., Ionia

PROFESSIONAL DEVELOPMENT

Randy Altimus, Chair, Eastpointe
Ray Anderson, Norway
Pamela Antil, Ann Arbor
Peter Auger, Davison
Michael Czymbor, Milan
Mike Dornan, Wixom
Jack Duso, Midland
George Freeman, Reed City
Dale Kerbyson, Marlette

Kevin Kilby, Clio
Jeffery Lawson, Mackinaw City
Darcy Long, Brown City
Lynn Markland, Durand
Michael Mitchell, Jonesville
Steven Patrick, Coopersville
Paul Preston, Mount Pleasant
Melanie Purcell, Flint

PUBLIC POLICY

Eric DeLong, Chair, Grand Rapids
Alex Allie, Huntington Woods
Ray Anderson, Norway
Sherry Ball, Pleasant Ridge
Thomas Barwin, Ferndale
Robert Belleman, Bay City
Bill Cousins, Kalkaska
Brian Donovan, East Grand Rapids
Darrell Harden, Schoolcraft
Curtis Holt, Wyoming
Deborah Kimble, Saginaw
Ed Koryzno, Ypsilanti
Anthony Nowicki, Wixom
Michael Overton, Grosse Pointe
Vincent Pastue, Farmington
William Ross, Auburn Hills
Arthur Sciorra, Cassopolis
John Shay, Ludington
Peter Stalker, Cadillac
David Thayer, Lexington
Karl Tomion, Midland

SMALL COMMUNITIES

Amy Planck, Chair, Imlay City
Aaron Anthony, Bridgeman
Sherry Ball, Pleasant Ridge
Don Beavers, Constantine
Shea Charles, Hart
Bryan Chodkowski, Sparta
Bill Cousins, Kalkaska
George Freeman, Reed City
Gordon Gallagher, Saugatuck
Bill Gascoigne, Eaton Rapids
Darrell Harden, Schoolcraft
Brad Heffner, Ithaca
Ken Hibel, Clare
Michael Hughes, Buchanan
Tori Kelly, Standish
Pat Killingbeck, AuGres
Lou LaPonsie, Sandusky
Marc Levisé, New Baltimore
Darcy Long, Brown City
Dale Majerczyk, Essexville
Larry Nielsen, Bangor

Vincent Pastue, Farmington
Arthur Sciorra, Cassopolis
Arthur Shufflebarger, Milford
Jakki Sidge, Goodrich
Russ Taylor, Thomas Township
David Thayer, Lexington
Michael Wood, Belding
Tom Youatt, Harbor Beach
Paul Zelenak, Ortonville

2004 SUMMER WORKSHOP

Jeffrey Mueller, Chair, Lathrup Village
Pat DiGiovanni, Kalamazoo
Gordon Gallagher, Saugatuck
Dale Kerbyson, Marlette
Cheri Lutz, Wayland
Michael Overton, Grosse Pointe
Robert Peterson, Elk Rapids
José Reyna, Grand Rapids
Aeric Ripley, City of Alma
John Shay, Ludington
Lyle Smith, Norton Shores
Barbara VanDuren, Wyoming

2005 SUMMER WORKSHOP

Jason Eppler, Chair, DeWitt
Michael Cain, Boyne City
Roger Fraser, Ann Arbor
Tori Kelly, Standish
Lou LaPonsie, Sandusky
Larry Nielson, Bangor
Lynn Markland, Durand
Amy McEwan, Delta Charter Township
Wayne O'Neal, Eastpointe
John Shay, Ludington
Arthur Shufflebarger, Milford
Russ Taylor, Thomas Township

2005 WINTER INSTITUTE

Dennis Bow, Chair, Flushing
Ryan Cotton, Spring Lake
Pat McGinnis, Grand Haven
Frank Walsh, St. Joseph
Brian Donovan, East Grand Rapids
Michael Mitchell, Jonesville
Keith Riesberg, Roosevelt Park
Deborah Kimble, Saginaw
Wayne Wiley, Battle Creek
Paul Zelenak, Ortonville
Pamela Antil, Ann Arbor
Randall Byrne, Grand Blanc
Gregory Sundstrom, Grand Rapids
Jan Lazar, Highland Park

Community Education Committee Reaches Several Milestones

*by Michael F. Young, Rockford City Manager;
Chair, Community Education Committee*

Our association members are well aware of the fact that the local government curriculum as developed is complete and available on line at www.citizensinstitute.com. Since the completion of this project, the Committee has been working to implement the curriculum in various school districts throughout the State of Michigan. Our goal for the 2003-04 school year was implementation in 100 school districts. At this point, it is estimated that the curriculum is being taught in 32 districts.

Part of the difficulty in implementing this curriculum is convincing our school districts that this is not an "add on." The curriculum was written with a keen eye towards the benchmark and content standards of the Michigan curriculum framework, which is the basis for the MEAP test. The curriculum is a resource and enhancement to what is already, or should already be taught in our public and private school districts.

To assist in the implementation of the curriculum, we are in the final editing stages of a DVD, which will serve as a mini in-service for school districts. This DVD begins with a discussion and presentation by Ms. Karen Todorov, Social Studies Consultant for the Michigan Department of Education. The DVD will be made available to all school districts throughout the State of Michigan, so that civics and government teachers, as well as curriculum directors, can view the DVD to understand the content of the curriculum and how to use it

best within their individual school districts.

We are scheduled to have the DVD completed and reproduced by April 30, 2004. Once completed, we will make this DVD available to each of our association members and ask that they meet with their local school district to strongly encourage its use.

Finally, on Tuesday, February 24, 2004, a number of our association members had the opportunity to testify before the House Education Committee. The testimony was in support of HR196, which encourages local school districts to teach state and local government from a Michigan perspective. This resolution also reminds the school district that current law requires that all public and non-public schools teach government based on the Constitution of the United States, the Constitution of Michigan, and from a local government perspective.

We now have the tools in place to fully implement the curriculum that has been developed by our association and partnership with the Michigan Civics Institute. Thank you to all of our members who were able to testify in front of the House Education Committee and thank you in advance for all of your support in implementing this very important curriculum.

DEADLINE

MLGMA members are encouraged to submit articles for publication in *The Manager*. Please submit all copy for the June 2004 issue to the editor, Sue Lee, [leeford@comcast.net] by Monday, May 3, 2004.

