MLGMA
http://www.mlgma.org

MICHIGAN LOCAL GOVERNMENT MANAGEMENT ASSOCIATION
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Michigan Municipal League

The Manager

The official newsletter of the Michigan Local Government Management Association

Affiliated with the Michigan Municipal League Summer 2006

President's Message

By Randall D. Byrne, Grand Blanc City Administrator, 2006 MLGMA President

The MLGMA Board of Directors at their April 28th meeting took action on the following:

- Approved a contribution of $5,000 to the MML Foundation's Power of Knowledge campaign. The Foundation's goal is to obtain $1,000,000. So far, they've raised approximately $200,000.
- Approved John Marquart, City Manager of the City of Iron Mountain, to serve on the 2007 ICMA Conference Planning Committee. Also supported Matt Kulhanek, Manager of Dewitt Charter Township to be appointed to the 2007 ICMA Conference Planning Committee.

The next Board Meeting is scheduled for Tuesday, July 25 at Crystal Mountain Resort.

There are still professional training funds available through our Professional Development Scholarship Program. If interested, contact Jack Duso, ACM, City of Midland, for further information.

Michael Mitchell has received a Professional Development Scholarship from MLGMA to attend the Harvard Program this summer. Congratulations Michael!

I'm pleased to announce that Lois Thibault, former Associate Director of the Michigan Municipal League and former Village Manager of Ortonville, has been approved as a Michigan Range Rider. Lois will do a wonderful job for MLGMA in northern Michigan.

Don't forget to contact the other Michigan Range Riders. They are here to help! You can contact them as follows:

- Mr. W. Larry Collins
  1413 E. Gaylord
  Mount Pleasant, MI 48858-3626
  989-773-0994
  wmlaco@aol.com
- Mr. Terry L. Hofmeyer
  872 Creekridge Drive
  Holland, MI 49423
  616-335-3061
  rhofmeyer@chartermi.net
- Mr. Robert S. Kenning
  1700 Villa
  Birmingham, MI 48009-6593
  248-642-6161

Michigan has an excellent opportunity to have one of its members become an ICMA Vice President in 2008. It will be

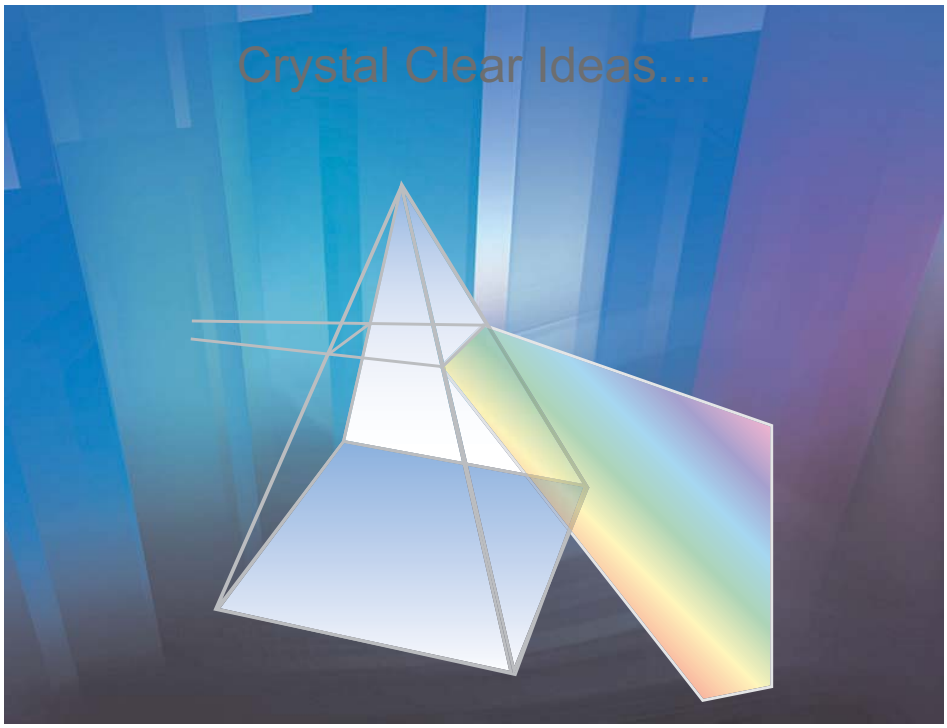
MLGMA News

Summer 2006 Institute

By Brian P Murphy, Troy Assistant City Manager/Services, 2006 Summer Workshop Chair

By now, you likely have your registration material for the 2006 Summer Institute. If you haven't yet sent in your registration material, what are you waiting for?!? The program is excellent, the setting is beyond compare, and . . . well . . . all your friends are going to be there.

If you've misplaced your materials, or otherwise have forgotten, let me highlight some of the details found in the program:



- The program is filled with **Crystal Clear Ideas** that Michigan communities have used to promote and strengthen their local and regional economies. The sessions and strategies are sure to translate for both large and small communities alike.
- We also have developed a worthwhile Thursday afternoon program that will genuinely compete with the annual Golf outing. PEBS is hosting a session on strategies to reduce your health care costs on Thursday afternoon that provides realistic options your organization might want to consider.
- Friday morning closes with renowned speaker Mary Jo Asmus. She is an Executive Coach and Business Consultant who partners with Senior Leaders, "High Potentials," and their teams to support them in achieving their goals in business excellence. Her closing session is sure to send you home inspired and motivated.

But there's more than just excellent programming to draw you to Thompsonville.

While the days are filled with solid programming, the evenings provide a time for you to spend with your friends and family. The Tuesday welcoming reception, and the Thursday Reception, Barbecue and Bonfire will prove to be a refreshing respite. I think you and your family will delight in all that is available at Crystal Mountain.

On behalf of the Summer Conference Committee, and with special thanks to the MML staff, I invite you to join us this July in Thompsonville. If you haven't yet registered, what's stopping you?!?

President's Message,

continued from page 1

Michigan, Illinois or Ohio's turn in 2008. If either the Ohio or the Illinois candidate is selected to the 2007 non-CEO position, Michigan's chances in 2008 are even better. So consider becoming a candidate for ICMA V.P. in 2008.

I would also like to thank Jane Bias Di Sessa for her service as ICMA Vice President. Jane has been very helpful to MLGMA over the past three years on keeping us informed on ICMA matters.

I hope to see you at Crystal Mountain Resort for our Summer Institute July 25-28.

2007 Winter Institute

By Peter Auger, Davison City Manager, 2007 Winter Institute, Chair

During the first week of June we had a very productive brainstorming session of the MLGMA Winter Institute Committee.

From the sounds of some enthusiastic committee members, this year's conference will build on the successful Winter Institutes of the past but also add some unique twists.

We plan on continuing the tradition of the Tuesday Pre-Conference ICMA session that will probably deal with where our profession is heading. Tuesday's Welcome Mixer and Annual Professional Advancement Fund raiser could have something different to add.

We are battering around some great keynote speakers as well as two days worth of concurrent session topics.

We also plan to continue the Cyber Center so we can all keep in contact with our offices while we recharge and stimulate all that brainpower.

Some of the items we spoke about range from FEMA/ Emergency Management to success stories of Michigan Managers. How to do it, nuts and bolts sessions with the latest in technology and how it changes our workplace. We have received positive input on the "Quick Takes" sessions – and some requests for personnel related issues plus the latest and greatest in contract issues.

We are also looking at a dinner session one night as an extra educational opportunity and we just may have a twist for the vendor reception that you won't want to miss.

As you can see there is a lot to be worked on and finalized, but the proverbial snow ball is starting to roll down the hill and I can't wait to see it pick up momentum.

ICMA News

ICMA Conference in San Antonio, Texas

By Jane Bais-Disessa Icma VP, Mid-West Region, City Manager Berkley, MI

I hope many of you are able to attend this year's ICMA Conference in San Antonio, Texas, scheduled for September 10-13, 2006. For me, this is a special conference, not only because it marks the end of my three-year term on the ICMA Board, but also because I get to celebrate this benchmark in my hometown and old work place! While in Texas, you may also recognize two former Michigan mangers now working with the City of San Antonio: San Antonio City Manager, Sheryl Sculley (former City Manager of Kalamazoo) and Deputy City Manager Pat Di Giovanni (also former City Manager of Kalamazoo).

Also, as I'm sure you've read, this year's ICMA Conference Committee has developed a conference program that meets the growing challenges faced today by Public Administrators everywhere. The Opening General Session features an inspiring keynote presentation by Consuelo Castillo Kickbusch. Born and raised in a tiny barrio in Laredo, Texas, Kickbusch grew to become the highest-ranking Hispanic woman in the Combat Support Field of the United States Army. After retiring from the military, Kickbusch dedicated her energies to saving the youth of America, and has documented lessons learned in her book, *Journey to the Future: A Roadmap for Success for Youth*. Other conference speaker's include Jim Collins, author of *Good to Great* and co-author of *Built to Last*; William McDonough, co-author of *Cradle to Cradle: Remaking the Way we Make Things*; and concludes with a keynote speech from Mary Robinson, former President of Ireland and U.N. High Commissioner for Human Rights. France Gonzales, Assistant City Manager for San Antonio, and this year's Conference Committee Chair, says it best: "And there will be plenty more for conference attendees to feast upon. Not only will you have many opportunities to learn and network with colleagues, but you will also be able to sample – either as part of the exciting social program and site visits or on your own – the many splendors that San Antonio has to offer." For specific conference details, please visit ICMA's web site: www.icma.org.

As you can see – the annual conference is just one of the many resources ICMA offers to its members. For those of you who are not yet ICMA members, please visit the ICMA web site for information, or if you would like to speak to someone before joining, please contact me directly at 248-546-2470.

Lastly, at our Board meeting held June 8-11, 2006 in Crystal City (Arlington County, VA), the ICMA Board approved the following major items:

- Selected Edwin Daley, City Manager, Winchester, Virginia, as ICMA's 2006-2007 President-Elect. Daley will be installed as ICMA president at the conclusion of ICMA's 2007 annual conference.
- Selected Charlotte/ Mecklenburg County, North Carolina, as the site of ICMA's 100th annual conference in 2014 and selected the West Coast region for the 2015 annual conference.

See y'all in San Antonio!

Join us for Mexican fare in San Antonio!

The annual ICMA Conference Michigan dinner will be held at the Hotel Menger (right across from the Alamo) on Monday, September 11, 2006.

Sign up information will be sent out early August.

We look forward to seeing you there!

Wage and Salary Survey enhancements provide one stop shopping

By Heather Van Poucker, Manager, Consulting Services, MML

The Michigan Municipal League has completely reengineered its annual wage and salary survey to not only be more "user-friendly" but to include a benefits section and an Act 312 section.

It is our hope that the quality and scope of data will be a "one-stop shop" for managers and human resources administrators. The results will be cross-referenced with data from the MML Fiscal Database to provide users with searchable benchmark data.

For example, users will be able to select positions of interest, then set geographic (by county) and size (population) parameters. The database will search and return all respondents meeting the criteria, and results will include fiscal data such as total budget, SEV, number of employees, millage rates, etc.

In terms of benefits data, we are asking respondents to code positions by union group, then provide benefits data for each union as well as non-union staff. Users can then instantly retrieve benefits summaries for groups of interest. For example, all POAM locals within Wayne, Oakland and Macomb counties for municipalities between 5,000 and 15,000 population.

In terms of Act 312 activity, we are collecting data from respondent communities that have been involved in Act 312 arbitration in the past year; what topics were the subject of arbitration, with what outcome and with which arbitrator. Users can then search a database to find out who has worked with certain arbitrators, or who has successfully argued a particular topic.

In addition to all the wage, benefit and Act 312 data, the final product will also include links to sample job descriptions for each position in the survey.

It is the League's hope that the quality and quantity of data available to its members will save considerable time and expense in preparing for budgets, labor negotiations and other activities where such information is critical to success. Going forward, we will provide communities with the information they entered in the previous year and ask for a simple percent increase provided to each union group, and any other changes/additions that should be reflected for pay levels, and changes to benefits packages. The annual update going forward should be very simple and require little time.

We are emailing the electronic survey to all member municipalities' managers and request full participation. After all, the quality of this tool depends on complete and accurate information. All respondents will receive free access to the PDF and searchable database, which is anticipated to be available in time for our fall convention in September. Non-respondent member communities may purchase access.

We will be faxing an alert that the survey is underway to communities without an email contact along with instruction for participating. In communities that do not have a manager, the clerk will receive notice. If you do not receive your survey via email, please contact me, preferably by email.

MML Annual Convention 27-29 September, 2006

Be sure to attend the city manager's lunch on Thursday.

This year's Annual Convention in Marquette brings together municipal officials from across Michigan to share superior solutions to common issues facing all communities in our state. From asset management to health and wellness, there are sessions to offer help to every community.

Please encourage your councilmembers to attend the convention. Delegates that register before August 22 can take advantage of the early bird savings.

Special Savings: First time delegate attendees who have never attended an MML convention can save 50% off the registration fee. This special offer is being funded by the MML Foundation.

To help with travel costs the MML will be mailing at least a $25 gas card to every registered delegate.

Convention registration information is on the League website at www.mml.org/events/annual_convention/index.html

Back page news & Calendar

Regional Managers Groups

BORDER BANDITS
Hillsdale/Branch/Calhoun Counties
Contact: Bill Stewart, CM, Coldwater.

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, Clare.

NORTHERN MICHIGAN L.P.
Meetings held 4th Thursday of the month. Contact: George Korthauer, CM, Petoskey.

OAKLAND COUNTY
Meetings held 2nd Tuesday of the month, excluding July and August. Contact: Scott Randall, CM, Auburn 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: Michael Steklac, CM, Chelsea.

SOUTHWEST MICHIGAN
Berrien/Kalamazoo/St. Joseph/Cass/Van Buren Counties – meetings held 3rd Tuesday of the month. Contact: Larry Nielsen, CM, Bangor.

THUMB NUTS
Thumb area – meetings held three times each year. Contact: Charlie Graham, CM, Frankenmuth.

U.P.
Meetings held twice each year. Contact: John Siira, CM, Wakefield.

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: Ken Krombeen CM, Grandville.

Calendar

2006

July
25 MLGMA Board Meeting, Crystal Mountain, Thompsonville

25-28 MLGMA Summer Workshop, Crystal Mountain, Thompsonville

September
10-13 ICMA Convention, San Antonio, TX

27-29 MML Convention Marquette

November
17 MLGMA Board Meeting, MML, Lansing

2007

January
23-26 MLGMA Winter Institute Bavarian Inn Frankenmuth

March
21 MML Legislative Conference Lansing